TOWN OF WAYLAND

WARRANT

With Report of the Finance Committee

Reference Desk

1996 ANNUAL TOWN MEETING

Thursday, April 25, 1996 7:45 P.M.

Wayland High School Field House

SPECIAL TOWN MEETING

Monday, April 29, 1996 8:00 P.M.

For Reference
Not to be taken from this room

ANNUAL TOWN ELECTION

Tuesday, April 23, 1996

Precincts 1 and 4	Town Building Gymnasium
Precincts 2 and 3	Wayland Middle School Gymnasium

VOTING HOURS: 7:00 A.M. - 8:00 P.M.

ANNUAL TOWN MEETING

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ADJOURNED MEETINGS

It is anticipated that if adjourned meetings are necessary to complete action on these Warrants they will be held on the following dates, subject to Town Meeting approval:

April 29	-	Monday
May 1	-	Wednesday
May 2	-	Thursday

and thereafter, as may be necessary, on Mondays, Wednesdays and Thursdays as Town meeting directs. Voters are reminded that there is no smoking permitted on School grounds.

If you have any questions about the Articles, please attend the **Warrant Hearing Thursday, April 18, 1996,** at the Town Building. You may also call the Executive Secretary's office at 358-7755 before Town Meeting time. **Hearing time - 8:00 P.M.**

NOTICE REGARDING MOTIONS

This warrant for Wayland Town Meeting is issued by the Board of Selectmen and is served upon all residents by mail and by posting at the Town Building, the Wayland Public Library, the Cochituate Post Office, and the Happy Hollow School. It contains the agenda of subjects to be acted upon, i.e., the articles.

By State law, no action at the town meeting is valid unless the subject matter is contained in the warrant. This requirement means only that the subjects to be acted upon must be sufficiently stated in the warrant to apprise voters of the nature of the matters with which the meeting is authorized to deal. It does not require that the warrant contain an accurate forecast of the precise action which the meeting will take upon those subjects. A valid motion at town meeting may differ from the underlying article, but it must be within the scope of that article.

If you are in doubt about the action town meeting might take under an article, you should plan to attend the town meeting in person.

TOWN MEETING PROCEDURES

Town Meeting functions best when all voters are familiar with its rules of procedure. A summary of those rules appears in the document "Some Pertinent Information about Wayland's Town Meeting Procedures", prepared by the Moderator. It may be obtained from the Selectmen's office or at the Town Meeting.

QUANTUM OF VOTE

The quantum of vote is specified in the warrant for each article.

For those articles involving appropriations which are anticipated to be provided by taxation or from available funds or transferred funds previously appropriated for another purpose, a majority quantum of vote is indicated. For articles which are anticipated to be funded by borrowing, a two-thirds quantum of vote is indicated.

Certain articles request the action of Town Meeting under its general legislative powers (*i.e.*, to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, *etc.*), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common-law precedent in Massachusetts, such matters are to be decided by a majority vote.

GUIDE FOR PETITIONERS TO TOWN MEETING

Citizens have the right to submit articles for consideration by town meeting. The following guidelines are intended to help petitioners. If you have any questions, please contact the Selectmen's office at the Town Building, 358-7755.

Step 1. Petitioners must submit articles to the Selectmen's office no later than 4:30PM on December 15 for consideration by the next Annual Town Meeting. Such articles must be in writing and signed by ten or more registered voters of Wayland. It is a good idea to have more than the minimum number of signatures in case some petitioners are not actually registered voters. (Petitions with fewer signatures are automatically disqualified.) There is no required format; however, it is suggested that the petition include the signature, printed name and address of each petitioner. The lead petitioner should identify him/herself to facilitate later communication.

An article to be inserted in the warrant for a special town meeting must be signed by at least 100 registered voters. The petition must be submitted to the Selectmen by the time appointed by the Selectmen.

Once an article is submitted, it may not be amended or withdrawn. All petitioners' articles with the required number of signatures must be included in the town meeting warrant by state statute.

The town does not provide legal services for petitioners' articles.

Step 2. Between December 15 and mid-March, petitioners will be invited to meet with the Finance Committee to discuss the article. In order to prepare its recommendation on the article, the Finance Committee will wish to know the purpose of the article and the estimated cost to be borne by the Town if the article is adopted at town meeting. The Finance Committee may also explore alternative means for accomplishing the article's objective.

Petitioners may submit a report concerning the article, not to exceed 150 words. This report will be printed in the warrant in the event that the Finance Committee prepares its own report.

Step 3. Petitioners should attend the warrant hearing, usually held about one week before town meeting. The purpose of the hearing is to review each article to be sure it is technically and legally correct.

Step 4. At town meeting, one petitioner should be prepared to present a motion under the article and to speak to the merits of the proposal. Other petitioners may also address the town meeting if so inclined, when recognized by the moderator.

A final note: In recent years, there have been duplicate petitions and some petitions that call for an action that is not legal under town by-law or state statute. Such articles are passed over and petitioners whose concerns are not considered by town meeting are disappointed. In addition, it is costly in terms of printing and the time of boards, committees, and staff charged with reviewing and preparing the warrant. In an effort to avoid these expenses, the Board of Selectmen and the Finance Committee request that petitioners speak with members of either board or with the town's executive secretary about the article they wish to submit prior to the deadline. In this way, petitioner groups with similar concerns can be put in touch with one another and basic legal concerns may be clarified.

REPORT OF THE FINANCE COMMITTEE

Introduction

Our town of Wayland is blessed with a wealth of resources: the finest school system around, acres of beautiful open land, a staff of dedicated employees, and a host of talented and energetic volunteers, just to name a few. Wayland also is fortunate that it can operate these and other resources from a position of financial strength.

Wayland continues to encourage its various operations to be proactive in their approach and law-abiding in their execution. Programs for senior citizens are expanding and reaching many. Recreation programs continue to be popular despite fee increases. The police and fire departments continue to run lean but efficient operations thanks to the excellent staffs supported by modern equipment. The Board of Health is dealing very effectively and efficiently with the new Title V septic regulations. The new personnel director has already begun updating and developing the handbooks, polices, and practices that have been deferred in recent years. Once again, the landfill's recycling rate has increased: now up to 58%, among the highest in the state. And our school system continues to be one of the finest in the nation and sustains this reputation on behalf of its students, maintains a strong special needs program, and manages a rising school population with modest budget increases.

The Past

Since the implementation of Proposition 2½, Wayland has consistently undertaken many measures to preserve its infrastructure and protect its resources.

- Library expansion and modernization
- $4.5 million road improvement program
- Major building renovation programs for the schools and Town Office buildings
- Heavy investment in our high-compliance, best-run landfill in the state
- Regular replacement and upgrades of heavy equipment for the parks, highway, police, and fire departments
- Computer system upgrades implemented in the schools and Town Office building
- Improvements made to the highway/parks garage for more efficient operation, general maintenance, and to meet environmental compliance
- Major refurbishment of septage facility now in progress
- $3 million from water receipts allocated for major water system improvements
- Study initiated on the renovation of the public safety building
- Major property purchase of Greenways (Paine Estate) for the benefit of the Town

The Town should be proud of these investments, which have gone far in placing Wayland in the enviable position that it enjoys among comparable communities, in making it the desirable place we all enjoy living in, and in achieving the high bond rating awarded to it two years ago.

The Current Year

For the last 13 years all cities and towns in Massachusetts have operated under the restrictions of Proposition 2½. Since Wayland raises relatively little of its taxes from industry and commerce, it is highly dependent on property taxes collected from individual residents of the Town. Growth of tax revenues is largely the result of new construction, automobile excise tax, and occasional overrides of the Proposition 2½ limitations.

Wayland's finances for this year have generally been under tight control, resulting in maintenance of an appropriate free cash reserve. Cash reserves have been augmented by higher than estimated revenue growth and lower than expected insurance premiums, principally health insurance for its employees. (These sources cannot always be depended upon and may not be available to augment the budget in future years.)

Notwithstanding the positive free cash position, two cost centers did, however, experience cost overruns during this fiscal year. The school system was immediately faced with a greater than expected enrollment level and unanticipated special education costs. And for the second time in three years Wayland was overwhelmed with record snowfalls. Thanks to our well-prepared Highway Department and the financial flexibility due to our cash position, these storms resulted in minimal obstruction of our roadways. Despite these unplanned expenses, our cash position remains adequate.

The Budget for Next Year

Estimated revenues for the Town of Wayland are shown in Chart 1. State aid for Wayland is projected at $3.1 million. Comparing the FY85 pie with the FY97 pie, it is clear that state aid has been substantially reduced over the past 11 years. (Also, note that state aid distribution is disproportionate between suburban communities and urban cities as seen in Chart 2.) All other sources of revenue were estimated to determine the total available funds for the year. After allowance for negotiated salary settlements including seniority step increases, it was determined that most departments could be level-funded with little opportunity for increases. A significant exception was the school system, currently with enrollment growth at over 5% and growth in materials and special education costs expected to continue disproportionately. These factors resulted in a budget that dipped noticeably, but not seriously, into free cash (Chart 3) and continues to track inflation (Chart 4).

Budget guidelines were given to each department in December. After receiving budget requests, the Finance Committee held hearings with each board during January and February. Most departments not only responded with restraint, but maintained an optimistic outlook on the prospects for meeting targets and having a good fiscal year '97. Some presented capital needs. Among them, the Park and Recreation Department requested a 3-year funding of a parks improvement program totaling $1.5 million to refurbish existing ball fields and add new ones.

Tables 1 through 5 (with Article 6) summarize results of this budgeting process in various formats: income, expense, historical perspectives, distribution, and growth.

The Future

The course of the budget for the upcoming year might suggest a call for a small override of the Proposition 2½ restrictions, but since there was an adequate cash reserve and the probability of another override needed for the following year, it seemed prudent to rely solely on free cash for this coming year but to anticipate an override in FY98.

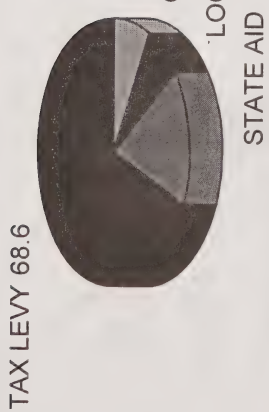
During the first decade of Proposition 2½, the school population was shrinking annually, which made living with restricted revenues possible. But in recent years, the school population has been surging again (*e.g.*, the recently reopened Loker School is now nearly filled!). Meanwhile, many budgets have been at a standstill (*i.e.*, falling, in real dollars) for years, and some expenses (*e.g.*, roads) were financed through borrowing. In summary, if Wayland expects to maintain its standards it should plan for occasional, periodic overrides.

The Finance Committee looks forward to the coming year with optimism. It is a good time for all Wayland citizens to take part in town government whether it is participation in the Annual Town Meeting, attending meetings of town boards and commissions (which are all open to the public) volunteering for appointive office, or running for elective office. Such involvement will ensure having an active voice in the budget process, which will become increasingly important given the probable need for periodic overrides to finance anticipated school growth, public safety building renovation, road repairs, and the like.

The Finance Committee appreciates and extends its thanks for the contributions of everyone, both employees and volunteers, who helped with the preparation of this budget and this Warrant.

Alfred H. Bellows, Chairman

Jeff R. Dieffenbach	Walter F. Pope
Harry A. Hanson, III	Lisa C. Schimmel
Albert C. Patterson	William R. Thompson



FY 85

FY 97

Chart 1. Comparison of revenue sources for fiscal years 1985 and 1997.

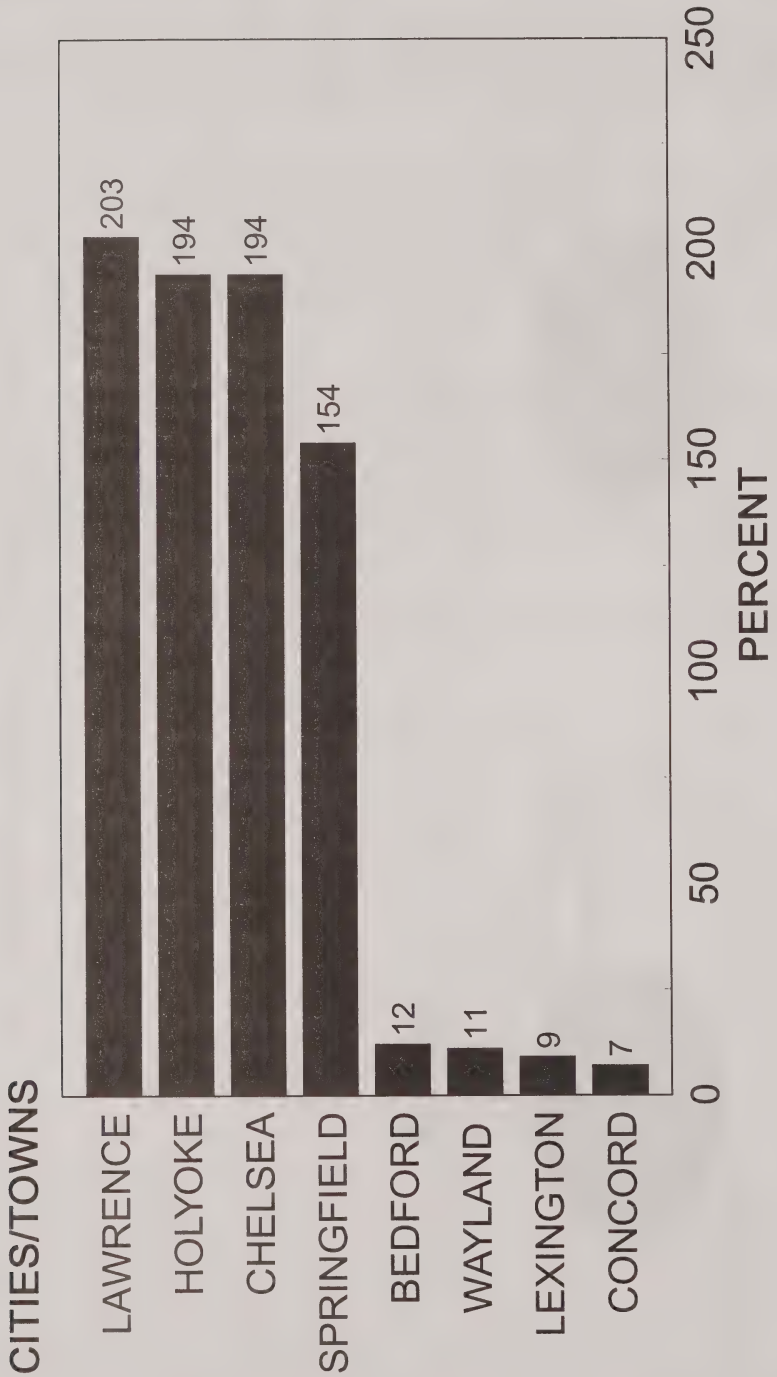


Chart 2. Ratio of **state aid** to **state taxes paid** by its citizens for selected cities and towns.

Chart 3. Free Cash as a percent of Budget.

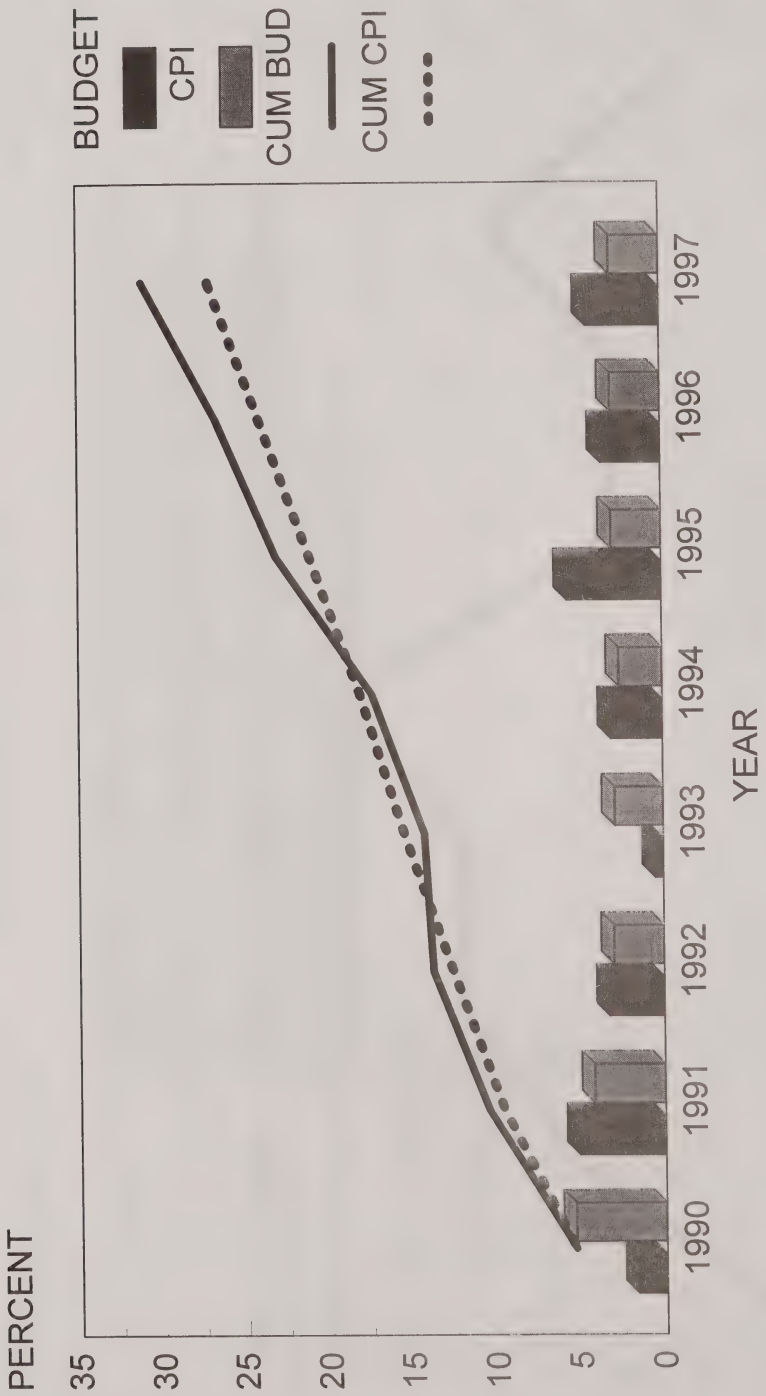


Chart 4. Growth of the Town's operating budget relative to the consumer price index.

CAPITAL BUDGET REPORT AND PROGRAM
1997-2001

Introduction
Capital spending is part of the overall financial plan for the Town which the Finance Committee prepares each year. The plan comprises the Operating Budget, the Capital Budget and funds for articles as well as estimates of the various revenues received throughout the year. Capital expenditures are an important part of providing services to the Town. Many services depend upon capital expenditures for such things as buildings, plants, and equipment to provide their service. The accompanying report is the starting point for capital expenditures in coming years. It summarizes requests made by the various departments, boards, and commissions for capital expenditure they foresee in the next five years. It is a way to gain visibility across the entire town of capital spending needs. Presence in the report does not necessarily predetermine that the expenditure will be made. The planning horizon this year takes the Town to the edge of the next century.

Charge
The 1992 Annual Town Meeting passed Article 20 of that Warrant which added to the Finance Committee's charge the responsibility to "... prepare and present to the annual town meeting a five-year capital improvement program for the town, which shall include the construction and reconstruction of capital assets (such as municipal buildings, recreational facilities, roads and landfills) and acquisition of land, equipment and vehicles, and other personal property, and shall make recommendations to the appropriate authorities proposing such improvements." This report and the accompanying table respond to that charge.

Process
The process of preparing the capital improvement plan has remained fundamentally the same for 15 years in Wayland. It begins with a request for a five-year forecast of capital needs issued to all Departments, Boards and Commissions asking for an estimate of their needs for capital in that time frame. These needs are reviewed, prioritized and assembled into a report to the Town. For the upcoming fiscal year the capital expenditures are fitted into the budget and are voted on by Town Meeting. Needless to say, there are always more needs and requests than can be readily accommodated with the available funds. In earlier times (*i.e.*, before Prop 2 ½) except for major projects such as schools, capital spending was done from the Town's E&D account. More recently capital expenditures have been accomplished through borrowing.

Nature of Capital
The capital needs fall roughly into four categories: Equipment, Buildings, Land and Roads. Equipment ranges from trucks and backhoes for departments such as Water and Highway to buses and computers for the schools, to fire trucks and police cars, to mowers and snow blowers for the Park and Recreation Department, to radio equipment, to cars and pickups, wherever needed. Buildings divide between Schools and Town. The School Department is concerned with all of its school buildings while the town side is responsible for the Town Building, the Public Safety Buildings, the Library, the Highway and Park garages and sheds, and several other lesser buildings. The Water Department is responsible for its buildings, tanks and wells. Land acquisitions are capital needs. Over the years land acquisitions have generally been for school buildings, conservation purposes, land fill, tax title, and roads. Acquisitions for housing purposes are generally done by the Housing Authority which is not part of Town government. Road expenditures generally fall into the category of reconstruction where rebuilding of the road goes beyond routine maintenance. Roads are accepted by the Town on an ongoing basis but generally do not require capital, only more money for maintenance.

Accomplishments
In recent years the Town has executed several major capital projects: the addition to the Library, the reconstruction of a number of badly deteriorated roads, the construction of a new cell at the landfill, and the renovation of the Town Building and School buildings. Each of these projects was funded through a bonded indebtedness override vote by the Wayland electorate.

Future Needs

The next major project may well be the Town's Public Safety Building. A committee is working to analyze the needs in the building and is examining various alternatives for action. Road repair and reconstruction work are by no means complete and the Highway Commissioners have begun to consider how another road program might be done. Road betterments require capital as well. The rules for landfill operation require that caps be placed over completed cells. An article to be considered this year is directed to examine if the Highway/Park Garage should be replaced. Park and Recreation is considering plans for refurbishing and upgrading the Town's playing fields. Land for conservation purposes becomes available at disturbingly unpredictable intervals. The Town's master plan for conservation protection has for a great many years identified parcels in town that have conservation merit. The Conservation Commission has an ongoing need to be prepared to act when one of these parcels is available. The accompanying table identifies capital needs as identified by a number of Town departments.

This year's requests

The following list of items, included at the end of the budget, enumerates items which have been deemed to have the highest priority and are being recommended to Town Meeting for acquisition.

Equipment

Highway -	Heavy Duty Trailer
Highway -	One-Ton Dump Truck w/Plow
Highway -	Resurface Parking Lot
Highway -	Slide In Sander
Highway -	Ground Speed Control System
Highway -	Slide In Tank
Highway -	Tractor Attachments
Highway -	Front End Loader Attachment
Highway -	Two High Throw Plows
Highway -	Cold Storage Shed Addition
Fire -	Fire Pumper
Fire -	Large Diameter Hose
Fire -	Utility/Brush Truck
Park & Recreation -	One-Ton Dump Truck w/Plow
Park & Recreation -	Jaw Bucket
Park & Recreation -	(2) 52-inch Mowers
Park & Recreation -	(1) 60-inch Compact Mower
Park & Recreation -	Power Broom
Park & Recreation -	Leaf Blower
Schools -	Site Work
Schools -	Furnishings
Schools -	Equipment
Schools -	Automobile
Schools -	Technology
Schools -	Doors
Library -	Building Painting

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1997	1998	1999	2000	2001	5 year Total
CONSERVATION COMMISSION						
Land Acquisition Fund (1)	10,000	10,000	10,000	10,000	0	40,000
Conservation Subtotal	10,000	10,000	10,000	10,000	0	40,000
POLICE DEPARTMENT						
Police Cars	64,100	70,000	70,000	70,000	70,000	274,100
Police Subtotal	64,100	70,000	70,000	70,000	70,000	274,100
FIRE DEPARTMENT						
Pumper	205,000					205,000
Large diameter hose	25,000					25,000
Utility/brush truck	40,000					40,000
Car Replacement #2		25,000				25,000
Ambulance				50,000		50,000
						0
Fire Subtotal	270,000	25,000	0	50,000	0	345,000
HIGHWAY DEPARTMENT						
Heavy duty trailer	22,000					22,000
One ton dump/plow	32,000					32,000
Resurface parking lot	25,000					25,000
Slide in sander	13,500					13,500
Ground speed control	14,000					14,000
Slide in tanks	6,000					6,000
Tractor attachments	11,500					11,500
Front end loader attchments	19,000					19,000
Two high throw plows	11,000					11,000
Cold storage shed addition	6,000					6,000
Ten ton dump/w snow package		85,000				85,000
Skid steer loader		28,000				28,000
Sidewalk plow		75,000				75,000
Catch basin, manhole cleaner attch		38,000				38,000
Asphalt hot patch unit		22,000				22,000
Five ton roller			45,000			45,000
Ten ton dump/w snow package			90,000			90,000
Ten ton dump/w snow package			90,000			90,000
One-ton maintenance truck			33,000			33,000
Front end loader				110,000		110,000
Street sweeper				115,000		115,000
Utility truck				33,000		33,000
One ton pickup truck				30,000		30,000
Highway Subtotal	160,000	248,000	258,000	288,000	0	954,000
LANDFILL						
Roll off Truck			100,000			100,000
Skid Steer Loader			30,000			30,000
One ton rack body			35,000			35,000
Crawler loader				110,000		110,000
Roll off Containers				30,000		30,000
Roll off containers					30,000	30,000

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1997	1998	1999	2000	2001	5 year Total
Landfill Subtotal	0	0	165,000	140,000	30,000	335,000
PARK & RECREATION						
One Ton Dump/plow	40,000					40,000
Jaw bucket	9,000					9,000
Fifty two inch mower(2)	9,000					9,000
Compact mower	11,000					11,000
Power broom	3,000					3,000
Leaf blower	2,000					2,000
Park & Rec. Subtotal	74,000	0	0	0	0	74,000
SCHOOL DEPARTMENT						
Furnishings	55,000	210,000	130,000	150,000	0	545,000
Site Renovations	50,000	0	0	0	0	50,000
Equipment	23,000	36,000	47,000	40,000	36,000	182,000
Technology	160,000	170,000	175,000	120,000	140,000	765,000
Vehicles	20,000	26,000	0	70,000	90,000	206,000
Doors	12,000					12,000
Buildings		19,000	25,000	0	75,000	119,000
						0
						0
School Subtotal	320,000	461,000	377,000	380,000	341,000	1,879,000
Departments Subtotal	898,100	814,000	880,000	938,000	441,000	3,901,100

(1) Conservation Master Plan identifies numerous parcels of land that are candidates for acqusition when they become available. It is uncertain when that will be but when and if the do, money is needed for the acqusition.

Separate Funds

WATER DEPARTMENT						
PRV on Four Corners	40,000					40,000
Meter Replacements	200,000	200,000				400,000
SCADA System	95,500					95,500
Phase one distribtuion						
Glezen Lane , Old Sudbury to Concord	336,000					336,000
Plain Road from Draper to Boston Post		320,000				320,000
Phase two distribution						
Glezen from Concord to Hazelbrook			324,000			324,000
Concord from Old Sudbury to Plain			156,000			156,000
Claypit from Adams to Decator		104,000				104,000
Old Conn from W. Plain to Indian				316,000		316,000
E Plain from Main to Commonwealth				204,000		204,000
Loker from Hobbs to Thompson	55,250					55,250
Corosion Control						
Baldwin Pond			49,000			49,000
Happy Hollow Wells		58,400				58,400

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1997	1998	1999	2000	2001	5 year Total
Meadowview Wells		38,200				38,200
Campbell Road Wells			49,000			49,000
Chamberlain Well		38,000				38,000
Water Subtotal	726,750	758,600	578,000	520,000	0	2,583,350
SEPTAGE TREATMENT						
Capital Replacement			400,000			400,000
Septage Subtotal	0	0				400,000

Summary of Departments	1997	1998	1998	2000	2,001	5 yr total
Conservation Commission	10,000	10,000	10,000	10,000	0	40,000
Police Department	64,100	70,000	70,000	70,000	70,000	344,100
Fire Department	270,000	25,000	0	50,000	0	345,000
Highway Department	160,000	248,000	258,000	288,000	0	954,000
Landfill	0	0	165,000	140,000	30,000	335,000
Park & Recreation	74,000	0	0	0	0	74,000
School Department	320,000	461,000	377,000	380,000	341,000	1,879,000
Total of Departments	898,100	814,000	880,000	938,000	441,000	3,971,100
Effect of Dept Cap. on Tax Rate	$0.68	$0.62	$0.67	$0.71	$0.34	$3.02

Non-Departmental						
Water Department	726,750	758,600	578,000	520,000	0	2,583,350
Septage Treatment	0	0	400,000	0	0	400,000
	726,750	758,600	978,000	520,000	0	2,983,350

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. *Town of Wayland*

*** * * WARRANT * * ***

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland who shall be qualified to vote in accord with the provisions of Massachusetts General Laws, Chapter 51, Section 1, to come to their respective polling places (Precincts 1 and 4 in the Gymnasium of the Town Building and Precincts 2 and 3 in the Gymnasium of the Middle School) on:

TUESDAY, APRIL 23, 1996, BETWEEN 7:00 A.M. and 8:00 P.M.

to choose the following Town officers by ballot from Wayland's registered voters for the following terms of office:

One Library Trustee for one year;

One Road Commissioner for two years;

One Moderator, two Selectmen, two School Committee members, one Assessor, one Road Commissioner, one Water Commissioner, two members of the Board of Health, one Trust Fund Commissioner, two Library Trustees, one Park and Recreation Commissioner,
each for three years;

One member of the Planning Board for five years;

As well as such other Town Officers as may be necessary;

And to vote "Yes" or "No" upon the following question:

Question 1:

"Shall the Town be allowed to exempt from the provisions of Proposition 2½, so-called, the amounts required to pay for the bond issued in order to improve and repair park facilities and school grounds?"

You are also required to notify all such residents of Wayland to meet in the High School Field House on:

Thursday, April 25, 1996 at 7:45 P.M.

to act on the following Articles:

ARTICLE 1: HEAR REPORTS

Proposed by: Board of Selectmen

To receive and act upon reports of Town officers, agents, trustees, commissioners, boards, and committees.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 2: RECOGNIZE CITIZENS FOR EXTENSIVE SERVICE TO THE TOWN

Proposed by: Board of Selectmen

To determine whether the Town will vote to recognize certain citizens of Wayland for their extensive service to the Town of Wayland.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 3: CHOOSE TOWN OFFICERS

Proposed by: Board of Selectmen

To choose Town officers, agents, trustees, councils, commissioners, boards, and committees not elected by the official ballot.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 1.

ARTICLE 4: AMEND PERSONNEL BY-LAWS AND WAGE AND SALARY CLASSIFICATION PLAN

Proposed by: Personnel Board

To determine whether the Town will vote to amend the Personnel By-Laws and/or the Wage and Salary Classification Plan previously adopted by the Town by making the following additions, deletions or modifications thereto, and by establishing effective dates for such amendments.

PERSONNEL BY-LAWS

(Note: New language is underlined; deleted language is *italic* and [bracketed]. Only articles that have been amended have been included.)

Article I - DEFINITIONS

"Temporary Employee", (1) any employee retained in a temporary position as defined above; (2) any employee holding a temporary appointment under the Civil Service Law who does not also have permanent status thereunder; (3) any employee retained in a position in a class the title of which contains the adjective "temporary"; (4) any employee hired on a temporary basis in a permanent position.

Article III - WAGE AND SALARY CLASSIFICATION PLAN

Section 2. The Personnel Board may prepare additional job descriptions to supplement the foregoing job titles as it deems [*desirable*] necessary. Upon classification of said job description, the employing agency shall submit a funding request to the Finance Committee for subsequent budget action by Town Meeting and shall comply with policies and procedures established from time to time by the Personnel Board.

Article VII - RECLASSIFICATION

Section 1. The duties of any [*employee*] position may be reviewed by an employing agency upon request of the employee, [*or*] on its own initiative or on the initiative of the Personnel Board. If it appears to the employing agency that such [*employee*] position belongs in a different job classification because of changes in the nature of [*his*] duties and/or responsibilities, the employing agency may recommend [*his*] reclassification and shall submit a revised job description to the Personnel Board which shall then review the facts and approve or deny the proposed reclassification. If approved, the employing agency shall submit a reclassification funding request for approval by the Finance Committee. A reclassified employee shall be paid in accordance with the provisions of Article VI [*effective from the date on which the Personnel Board approves the reclassification*].

Article XXII - FAMILY MEDICAL LEAVE

The Personnel Board shall establish a policy consistent with the Federal Family Medical Leave Act of 1993.

FINANCE COMMITTEE COMMENTS: This is the customary article provided by the Personnel Board. It consists of two parts: changes in Article III of the Personnel By-Law, the Wage and Salary Classification Plan; and amendments to the text of the By-Law.

A. Changes to Salary Schedule:

1. Negotiations for successor collective bargaining agreements are pending for all Town unions other than the G-Schedule AFSCME Union. Thus, only the Non-Union G-Schedule and the AFSCME Union G-Schedule have been included. The budgets for the other Town departments include a reserve in each salary account in order to provide funding for the union settlements. The specific salary amounts will

be approved at the Annual Town Meeting in 1997 in order to reflect the terms of the final union settlements.

2. The salary accounts included in the budget and in the changes to the salary schedule are intended to reflect an aggregate 4% increase over FY1995 base salary during FY1996 and FY1997. In addition, the salary accounts reflect a normal 2% step increase for most employees. No increase was reflected in the salary accounts included in the budget for last year because the union negotiations had not yet started. Thus, the salary accounts for this year cover salary increases over a two year period.

B. Amendments to Personnel By-Law:

1. The change in the definition of "temporary employee" is intended to enable the hiring of a temporary employee to fill a full-time position. Currently, it is unclear as to whether it is permissible under the By-Law to hire a temporary employee to fill a full-time position.

2. The amendments to Article III and Article VIII are intended to establish a process for the creation and funding of new positions as well as a process for amending and funding changes to existing positions. These changes are proposed in response to an Article approved at last year's Annual Town Meeting.

3. The addition of Article XXII is intended to evidence the Town's compliance with the Federal Family Medical Leave Act of 1993.

ARGUMENTS IN FAVOR: The changes in the Wage and Salary Classification Plan allow for systematic increases based partly on employee evaluation and provide reasonable growth with regard to current economic conditions. The amendments to the text of the By-Law provide useful clarification of terms which are expected to improve administration of the By-Law and the new addition to the By-Law should assist the Town in complying with Federal legislative requirements.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 108A.

ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

G-Schedule

Effective January 1, 1996 (2% Adjustment)

	1	2	3	4	5	6	7	8
G-1	$43,669	$44,605	$45,540	$46,475	$47,411	$48,346	$49,281	$50,217
G-2	$45,416	$46,389	$47,362	$48,335	$49,308	$50,281	$51,254	$52,227
G-3								
G-4	$54,935	$56,112	$57,289	$58,466	$59,643	$60,821	$61,998	$63,175
G-5	$57,131	$58,355	$59,579	$60,803	$62,027	$63,251	$64,475	$65,699
G-6	$61,526	$62,845	$64,164	$65,483	$66,802	$68,121	$69,440	$70,758

	9	10	11	12	13	14	15
G-1	$51,152	$52,087	$53,023	$53,958	$54,893	$55,829	$56,770
G-2	$53,200	$54,173	$55,146	$56,119	$57,092	$58,066	$59,040
G-3							
G-4	$64,352	$65,529	$66,706	$67,883	$69,060	$70,237	$71,415
G-5	$66,923	$68,147	$69,377	$70,595	$71,819	$73,043	$74,270
G-6	$72,077	$73,396	$74,715	$76,034	$77,353	$78,672	$79,984

NON-ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

Effective January 1, 1996 (2% Adjustment)

	1	2	3	4	5	6	7	8
SG-3	$25,875	$26,430	$26,984	$27,538	$28,093	$28,648	$29,203	$29,756
SG-4	$27,945	$28,544	$29,142	$29,741	$30,340	$30,939	$31,537	$32,136

	9	10	11	12	13	14	15
SG-3	$30,311	$30,865	$31,419	$31,975	$32,529	$33,084	$33,638
SG-4	$32,735	$33,334	$33,932	$34,531	$35,130	$35,729	$36,328

NON-UNION ADMINISTRATIVE AND PROFESSIONAL

Finance Director	G-5
Police Chief	G-4
Fire Chief	G-4
Park & Recreation Director	G-2
Library Director	G-2
Water Supertintendent	G-2
Personnel Director	G-1

NON-ADMINISTRATIVE AND PROFESSIONAL NON-UNION

Administrative Secretary, Selectmen	SG-4
Outreach Coordinator, COA	SG-3*

* part-time

ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

G-Schedule

Effective July 1, 1996 (1% Adjustment)

	1	2	3	4	5	6	7	8
G-1	$44,106	$45,051	$45,995	$46,940	$47,885	$48,829	$49,774	$50,719
G-2	$45,870	$46,852	$47,835	$48,818	$49,801	$50,784	$51,767	$52,749
G-3								
G-4	$55,485	$56,673	$57,862	$59,051	$60,240	$61,429	$62,618	$63,806
G-5	$57,703	$58,939	$60,175	$61,411	$62,647	$63,884	$65,120	$66,356
G-6	$62,142	$63,474	$64,806	$66,138	$67,470	$68,802	$70,134	$71,466

	9	10	11	12	13	14	15
G-1	$51,663	$52,608	$53,553	$54,498	$55,442	$56,387	$57,338
G-2	$53,732	$54,715	$55,698	$56,681	$57,663	$58,646	$59,630
G-3							
G-4	$64,995	$66,184	$67,373	$68,562	$69,751	$70,940	$72,129
G-5	$67,592	$68,829	$70,071	$71,301	$72,537	$73,774	$75,013
G-6	$72,798	$74,130	$75,462	$76,794	$78,126	$79,458	$80,784

NON-ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

Effective July 1, 1996 (1% Adjustment)

	1	2	3	4	5	6	7	8
SG-3	$26,134	$26,694	$27,254	$27,813	$28,374	$28,934	$29,495	$30,054
SG-4	$28,224	$28,829	$29,434	$30,039	$30,643	$31,248	$31,853	$32,457

	9	10	11	12	13	14	15
SG-3	$30,614	$31,174	$31,733	$32,295	$32,854	$33,415	$33,974
SG-4	$33,062	$33,667	$34,272	$34,876	$35,481	$36,086	$36,692

NON-UNION ADMINISTRATIVE AND PROFESSIONAL

Finance Director	G-5
Police Chief	G-4
Fire Chief	G-4
Park & Recreation Director	G-2
Library Director	G-2
Water Supertintendent	G-2
Personnel Director	G-1

NON-ADMINISTRATIVE AND PROFESSIONAL NON-UNION

Administrative Secretary, Selectmen	SG-4
Outreach Coordinator, COA	SG-3*

* part-time

ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

G-Schedule

Effective January 1, 1997 (2% Adjustment)

	1	2	3	4	5	6	7	8
G-1	$44,988	$45,952	$46,915	$47,879	$48,842	$49,806	$50,770	$51,733
G-2	$46,787	$47,790	$48,792	$49,794	$50,797	$51,799	$52,802	$53,804
G-3								
G-4	$56,594	$57,807	$59,019	$60,232	$61,445	$62,657	$63,870	$65,083
G-5	$58,857	$60,118	$61,379	$62,639	$63,900	$65,161	$66,422	$67,683
G-6	$63,384	$64,743	$66,102	$67,461	$68,819	$70,178	$71,537	$72,895

	9	10	11	12	13	14	15
G-1	$52,697	$53,660	$54,624	$55,588	$56,551	$57,515	$58,485
G-2	$54,807	$55,809	$56,812	$57,814	$58,817	$59,819	$60,823
G-3							
G-4	$66,295	$67,508	$68,720	$69,933	$71,146	$72,358	$73,572
G-5	$68,944	$70,205	$71,473	$72,727	$73,988	$75,249	$76,513
G-6	$74,254	$75,613	$76,971	$78,330	$79,689	$81,047	$82,400

NON-ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

Effective January 1, 1997 (2% Adjustment)

	1	2	3	4	5	6	7	8
SG-3	$26,656	$27,228	$27,799	$28,370	$28,941	$29,513	$30,085	$30,655
SG-4	$28,789	$29,406	$30,023	$30,639	$31,256	$31,873	$32,490	$33,107

	9	10	11	12	13	14	15
SG-3	$31,226	$31,797	$32,368	$32,941	$33,511	$34,083	$34,654
SG-4	$33,723	$34,340	$34,957	$35,574	$36,191	$36,808	$37,425

NON-UNION ADMINISTRATIVE AND PROFESSIONAL

Finance Director	G-5
Police Chief	G-4
Fire Chief	G-4
Park & Recreation Director	G-2
Library Director	G-2
Water Supertintendent	G-2
Personnel Director	G-1

NON-ADMINISTRATIVE AND PROFESSIONAL NON-UNION

Administrative Secretary, Selectmen	SG-4
Outreach Coordinator, COA	SG-3*

* part-time

OFFICE STAFF
NON-UNION

Effective January 1, 1996 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
S-9	$20,837	$21,716	$22,585	$23,453
S-10	$21,716	$22,621	$23,526	$24,430
S-12	$23,563	$24,545	$25,528	$26,509
S-13	$24,491	$25,511	$26,531	$27,552
S-14	$25,468	$26,529	$27,590	$28,652
S-15	$26,459	$27,561	$28,664	$29,767
S-16	$27,534	$28,681	$29,829	$30,975
S-17	$28,624	$29,817	$31,009	$32,202
S-18	$29,802	$31,044	$32,285	$33,527

OFFICE STAFF
NON-UNION

Effective July 1, 1996 (1% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
S-9	$21,045	$21,933	$22,811	$23,688
S-10	$21,933	$22,847	$23,762	$24,674
S-12	$23,799	$24,791	$25,783	$26,774
S-13	$24,736	$25,766	$26,797	$27,828
S-14	$25,723	$26,794	$27,866	$28,938
S-15	$26,723	$27,837	$28,951	$30,064
S-16	$27,809	$28,968	$30,127	$31,285
S-17	$28,911	$30,115	$31,319	$32,524
S-18	$30,100	$31,354	$32,608	$33,863

S SCHEDULE NON-UNION

Administrative Secretary, Police Dept.	**S-16**
Secretary, Selectmen	**S-16**
***Principal Clerk, COA**	**S-10**
***Water Clerk**	**S-9**

*** part-time**

OFFICE STAFF
NON-UNION

Effective January 1, 1997 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
S-9	$21,466	$22,372	$23,267	$24,161
S-10	$22,372	$23,304	$24,237	$25,168
S-12	$24,275	$25,287	$26,298	$27,309
S-13	$25,231	$26,282	$27,332	$28,384
S-14	$26,238	$27,330	$28,423	$29,517
S-15	$27,258	$28,394	$29,530	$30,666
S-16	$28,365	$29,548	$30,730	$31,911
S-17	$29,489	$30,717	$31,945	$33,175
S-18	$30,702	$31,981	$33,260	$34,540

S SCHEDULE NON-UNION

Administrative Secretary, Police Dept.	**S-16**
Secretary, Selectmen	**S-16**
***Principal Clerk, COA**	**S-10**
***Water Clerk**	**S-9**

*** part-time**

INSPECTORS - HEALTH AND BUILDING INSPECTION - NON-UNION

Position	Effective January 1, 1996 (2% Adjustment) Hourly Pay Rate	Weekly Pay Rate	Effective July 1, 1996 (1% Adjustment) Hourly Pay Rate	Weekly Pay Rate
Hrly. Health Inspector	$15.65		$15.80	
Gas & Plumbing Inspector	$15.65		$15.80	
Asst. Building Inspector	$15.65		$15.80	
Wiring Inspector		$205.28		$207.34

INSPECTORS - HEALTH AND BUILDING INSPECTION - NON-UNION

Position	Effective January 1, 1997 (2% Adjustment) Hourly Pay Rate	Weekly Pay Rate
Hrly. Health Inspector	$16.12	
Gas & Plumbing Inspector	$16.12	
Asst. Building Inspector	$16.12	
Wiring Inspector		$211.48

CURRENT NON-UNION OFFICE STAFF POSITIONS

	Effective January 1, 1996 (2% Adjustment)				Effective July 1, 1996 (1% Adjustment)			
	Starting Hourly Rate	Step 1	Step 2	Step 3	Starting Hourly Rate	Step 1	Step 2	Step 3
Hrly. Sen. Sec. Aide	$9.51				$9.60			
Hrly. Sec. Aide	$8.38				$8.46			
Student Sec. Aide	$5.51	$6.19	$6.88	$7.58	$5.56	$6.26	$6.95	$7.65

CURRENT NON-UNION OFFICE STAFF POSITIONS

	Effective January 1, 1997 (2% Adjustment)			
	Starting Hourly Rate	Step 1	Step 2	Step 3
Hrly. Sen. Sec. Aide	$9.79			
Hrly. Sec. Aide	$8.63			
Student Sec. Aide	$5.67	$6.38	$7.09	$7.81

HIGHWAY - NON-UNION

		Effective January 1, 1996 (2% Adjustment)				Effective July 1, 1996 (1% Adjustment)			
GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3	Starting Salary	Step 1	Step 2	Step 3
Hourly PT Labor	Waste Water Facility Monitor	$9.39	$9.88	$10.37	$10.88	$9.48	$9.98	$10.48	$10.99

HIGHWAY - NON-UNION

		Effective January 1, 1997 (2% Adjustment)			
GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
Hourly PT Labor	Waste Water Facility Monitor	$9.67	$10.18	$10.69	$11.21

POLICE - NON-UNION

		Effective January 1, 1996 (2% Adjustment)				Effective July 1, 1996 (1% Adjustment)			
GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$40,454	$42,502	$44,644	$46,899	$40,859	$42,927	$45,091	$47,368

POLICE - NON-UNION

		Effective January 1, 1997 (2% Adjustment)			
GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$41,676	$43,786	$45,993	$48,315

PARK AND RECREATION - NON-UNION

		Effective January 1, 1996 (2% Adjustment)				Effective July 1, 1996 (1% Adjustment)			
Grade	Title	Minimum	1 Year	2 Years	3 Years	Minimum	1 Year	2 Years	3 Years
Hourly SG-4	Fee Support Program Administrator	$13.77	$14.18	$14.60	$15.04	$13.91	$14.32	$14.74	$15.19

PARK AND RECREATION - NON-UNION

		Effective January 1, 1997 (2% Adjustment)			
Grade	Title	Minimum	1 Year	2 Years	3 Years
Hourly SG-4	Fee Support Program Administrator	$14.19	$14.61	$15.04	$15.49

LIBRARY - HOURLY CLERKS - NON-UNION

Effective January 1, 1996 (2% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
$9.51	$9.71	$9.92	$10.13	$10.33	$10.53	$10.74	$10.95
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	
$11.16	$11.36	$11.56	$11.77	$11.98	$12.18	$12.39	

LIBRARY - HOURLY CLERKS - NON-UNION

Effective July 1, 1996 (1% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
$9.60	$9.81	$10.02	$10.23	$10.43	$10.64	$10.85	$11.06
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	
$11.27	$11.47	$11.68	$11.88	$12.10	$12.31	$12.51	

LIBRARY - HOURLY CLERKS - NON-UNION

Effective January 1, 1997 (2% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
$9.79	$10.00	$10.22	$10.43	$10.64	$10.85	$11.06	$11.28
STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	
$11.49	$11.70	$11.91	$12.12	$12.34	$12.55	$12.76	

LIBRARY - NON-UNION

Grade	Effective January 1, 1996 (2% Adjustment) Hourly Pay Rate	Effective July 1, 1996 (1% Adjustment) Hourly Pay Rate
Library Page	$6.61	$6.68

LIBRARY - NON-UNION

Grade	Effective January 1, 1997 (2% Adjustment) Hourly Pay Rate
Library Page	$6.81

PART-TIME SEASONAL AND OTHER NON-UNION POSITIONS

TITLE	Effective January 1, 1996 (2% Adjustment) Rate	Per	Effective July 1, 1996 (1% Adjustment) Rate	Per
School Traffic Supervisors	$4,925.51	Year	$4,974.77	Year
School Traffic Substitutes	$28.25	Day	$28.53	Day
Special Police Matrons	$12.81	Hour	$12.93	Hour
Call Firefighters	$12.81	Hour	$12.93	Hour
Temporary Custodians	$10.02	Hour	$10.12	Hour
JCC Dispatcher	$9.10	Hour	$9.19	Hour
Police Intern	$6.61	Hour	$6.68	Hour

PART-TIME SEASONAL AND OTHER NON-UNION POSITIONS

TITLE	Effective January 1, 1997 (2% Adjustment) Rate	Per
School Traffic Supervisors	$5,074.26	Year
School Traffic Substitutes	$29.10	Day
Special Police Matrons	$13.19	Hour
Call Firefighters	$13.19	Hour
Temporary Custodians	$10.32	Hour
JCC Dispatcher	$9.37	Hour
Police Intern	$6.81	Hour

AFSCME - UNION (G SCHEDULE)
EFFECTIVE JULY 1, 1994 (2.5% ADJUSTMENT)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
G7	$57,160	$58,385	$59,610	$60,834	$62,059	$63,285	$64,509	$65,734
G6	$52,440	$53,564	$54,688	$55,811	$56,935	$58,059	$59,182	$60,306
G5	$48,111	$49,141	$50,172	$51,206	$52,234	$53,266	$54,296	$55,327
G4	$44,138	$45,084	$46,029	$46,975	$47,922	$48,867	$49,813	$50,759
G3	$40,494	$41,361	$42,229	$43,097	$43,965	$44,833	$45,700	$46,567
G2	$37,150	$37,946	$38,742	$39,539	$40,335	$41,130	$41,817	$41,630
G1	$34,082	$34,813	$35,544	$36,274	$37,004	$37,734	$38,464	$39,196

GRADE	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
G7	$66,959	$68,184	$69,408	$70,634	$71,858	$73,083	$74,308
G6	$61,430	$62,554	$63,677	$64,801	$65,925	$67,049	$68,173
G5	$56,358	$57,389	$58,419	$59,450	$60,482	$61,513	$62,544
G4	$51,705	$52,650	$53,596	$54,542	$55,488	$56,433	$57,380
G3	$47,435	$48,303	$49,171	$50,039	$50,907	$51,774	$52,641
G2	$43,519	$44,314	$45,111	$45,907	$46,703	$47,499	$48,295
G1	$39,926	$40,656	$41,386	$42,116	$42,846	$43,577	$44,308

AFSCME G SCHEDULE, ADMINISTRATIVE PROFESSIONAL POSITIONS

Director, Highway Operations	G-5	Building/Zoning Commissioner	G-1
Data Processing Manager	G-3	Director, Public Health	G-2
Town Planner	G-2	Town Surveyor	G-3
Treasurer/Collector	G-2	Assistant Assessor	G-1
Conservation Administrator	G-1	Executive Director, Council on Aging	G-1
Director, Youth & Adolescent Services	G-2		

AFSCME - UNION (G SCHEDULE)
EFFECTIVE JANUARY 1, 1995 (2.5% ADJUSTMENT)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
G7	$58,589	$59,844	$61,100	$62,355	$63,611	$64,867	$66,122	$67,378
G6	$53,751	$54,903	$56,055	$57,207	$58,358	$59,510	$60,662	$61,814
G5	$49,313	$50,370	$51,427	$52,486	$53,540	$54,597	$55,654	$56,710
G4	$45,242	$46,211	$47,180	$48,149	$49,120	$50,089	$51,058	$52,028
G3	$41,506	$42,395	$43,285	$44,174	$45,064	$45,953	$46,843	$47,731
G2	$38,079	$38,895	$39,710	$40,527	$41,343	$42,159	$42,862	$42,671
G1	$34,934	$35,684	$36,432	$37,181	$37,929	$38,677	$39,426	$40,175

GRADE	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
G7	$68,633	$69,889	$71,143	$72,399	$73,654	$74,910	$76,166
G6	$62,966	$64,117	$65,269	$66,421	$67,573	$68,726	$69,877
G5	$57,767	$58,823	$59,880	$60,937	$61,994	$63,051	$64,107
G4	$52,997	$53,966	$54,936	$55,906	$56,875	$57,844	$58,814
G3	$48,621	$49,511	$50,400	$51,290	$52,179	$53,068	$53,958
G2	$44,607	$45,422	$46,239	$47,055	$47,870	$48,686	$49,503
G1	$40,924	$41,672	$42,421	$43,169	$43,918	$44,666	$45,416

AFSCME G SCHEDULE, ADMINISTRATIVE PROFESSIONAL POSITIONS

Director, Highway Operations	G-5	Building/Zoning Commissioner	G-1
Data Processing Manager	G-3	Director, Public Health	G-2
Town Planner	G-2	Town Surveyor	G-3
Treasurer/Collector	G-2	Assistant Assessor	G-1
Conservation Administrator	G-1	Executive Director, Council on Aging	G-1
Director, Youth & Adolescent Services	G-2		

AFSCME SG SCHEDULE (2.5% ADJUSTMENT)
Effective July 1, 1994

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
SG7	$33,671	$34,393	$35,114	$35,835	$36,557	$37,278	$38,000	$38,721
SG6	$31,177	$31,845	$32,512	$33,180	$33,849	$34,517	$35,185	$35,853
SG5	$28,867	$29,486	$30,104	$30,723	$31,342	$31,960	$32,579	$33,198
SG4	$26,729	$27,302	$27,875	$28,447	$29,020	$29,593	$30,166	$30,738
SG3	$24,749	$25,280	$25,810	$26,340	$26,870	$27,401	$27,931	$28,462
SG2	$22,915	$23,407	$23,898	$24,389	$24,880	$25,371	$25,862	$26,353
SG1	$21,219	$21,672	$22,127	$22,582	$23,037	$23,491	$23,946	$24,401

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SG7	$39,443	$40,164	$40,885	$41,608	$42,329	$43,051	$43,772
SG6	$36,521	$37,190	$37,858	$38,525	$39,193	$39,861	$40,529
SG5	$33,815	$34,434	$35,053	$35,671	$36,290	$36,909	$37,528
SG4	$31,311	$31,884	$32,457	$33,030	$33,602	$34,175	$34,748
SG3	$28,992	$29,522	$30,052	$30,583	$31,113	$31,643	$32,174
SG2	$26,844	$27,336	$27,826	$28,317	$28,808	$29,300	$29,791
SG1	$24,855	$25,310	$25,765	$26,220	$26,674	$27,129	$27,584

AFSCME SG SCHEDULE, NON-ADMINISTRATIVE PROFESSIONAL POSITIONS

Solid Waste Facility Supervisor	SG-6	Waste Water Facility Supervisor	SG-7
Surveying Computer Specialist	SG-7	Sanitarian/Health Agent	SG-5
Asst. Dir., Youth & Adolescent Services	SG-5	Office Assistant, Board of Assessors	SG-2
Dog Officer	SG-2		

AFSCME SG SCHEDULE (2.5% ADJUSTMENT)
Effective January 1, 1995

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
SG7	$34,513	$35,252	$35,992	$36,731	$37,471	$38,210	$38,950	$39,689
SG6	$31,956	$32,641	$33,325	$34,010	$34,696	$35,380	$36,065	$36,749
SG5	$29,589	$30,223	$30,857	$31,491	$32,125	$32,759	$33,394	$34,028
SG4	$27,397	$27,984	$28,571	$29,159	$29,746	$30,333	$30,920	$31,507
SG3	$25,368	$25,912	$26,455	$26,998	$27,542	$28,086	$28,630	$29,173
SG2	$23,488	$23,992	$24,495	$24,998	$25,502	$26,006	$26,509	$27,012
SG1	$21,749	$22,214	$22,680	$23,146	$23,613	$24,079	$24,545	$25,011

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
SG7	$40,429	$41,168	$41,908	$42,648	$43,388	$44,127	$44,867
SG6	$37,434	$38,119	$38,804	$39,489	$40,173	$40,858	$41,542
SG5	$34,661	$35,295	$35,929	$36,563	$37,197	$37,832	$38,466
SG4	$32,094	$32,681	$33,268	$33,855	$34,442	$35,029	$35,617
SG3	$29,716	$30,260	$30,803	$31,348	$31,891	$32,435	$32,978
SG2	$27,515	$28,019	$28,522	$29,025	$29,528	$30,032	$30,535
SG1	$25,477	$25,943	$26,409	$26,875	$27,341	$27,807	$28,273

AFSCME SG SCHEDULE, NON-ADMINISTRATIVE PROFESSIONAL POSITIONS

Solid Waste Facility Supervisor	**SG-6**	**Waste Water Facility Supervisor**	**SG-7**
Surveying Computer Specialist	**SG-7**	**Sanitarian/Health Agent**	**SG-5**
Asst. Dir., Youth & Adolescent Services	**SG-5**	**Office Assistant, Board of Assessors**	**SG-2**
Dog Officer	**SG-2**		

POLICE - UNION

As of 1/1/95		*Minimum*	*1*	*2*	*3*
P2 Sergeant	*Annual*	$35,325	$37,061	$38,911	$40,859
P1 Patrolman	*Annual*	$29,904	$31,103	$32,349	$33,631

POLICE - UNION

As of 4/1/95					
P1 Patrolman	*Annual*	$29,904	$31,399	$32,969	$34,617

ARTICLE 5: CURRENT YEAR TRANSFER

Proposed by: Finance Committee *Estimated Cost: $345,000*

To determine whether the Town will vote to appropriate a sum or sums of money for the operation and expenses of various Town departments for the current fiscal year; to determine whether such appropriation shall be provided by taxation, by funds received as grants from the Commonwealth or Federal Government, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise; and to determine what Town officer, board, or committee, or combination of them, shall be authorized to expend the money or monies appropriated therefor.

FINANCE COMMITTEE COMMENTS:

Snow removal: This transfer is necessary to cover expenditures for snow removal which was significantly higher than budgeted due to the extremely bad winter. The Town also hopes to receive reimbursements of some $70,000 from state and federal agencies. This transfer represents the net deficit after accounting for these anticipated funds.

Landfill maintenance of equipment: This will provide funds for repair to the Town's landfill crawler, a key piece of equipment for the operation of the landfill.

School Area 1: This will cover anticipated shortages created by increased enrollments and significant special needs costs.

Police overtime: These funds are necessary to provide funds for increased overtime costs necessitated by illnesses and disabilities in the department.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

CURRENT YEAR TRANSFERS FY 96

HIGHWAY	
SNOW REMOVAL	$50,000
LANDFILL MAINTENANCE OF EQUIPMENT	$9,000
SCHOOLS	
SCHOOL AREA 1	$261,000
TOTAL SCHOOLS	$261,000
POLICE DEPARTMENT	
POLICE OVERTIME	$25,000
TOTAL CURRENT YEAR TRANSFERS	$345,000

FUNDING SOURCES:	
FREE CASH	$345,000
TOTAL SOURCES	$345,000

ARTICLE 6: FY97 OMNIBUS BUDGET

Proposed by: Finance Committee

To determine what sum of money the Town will appropriate for the operation and expenses of the Town, including capital expenditures for equipment, improvements or other purposes, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: See Finance Committee report for budget information.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B.

Motion Under Article 6.

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 6 at the Annual Town Meeting, as follows:

"That the Executive Secretary be charged with responsibility for (1) the operation, maintenance, and administration of the Wayland Town Building, the Public Safety Building, and the Cochituate Town Building, their equipment, and their grounds, as well as (2) the supervision, except for matters relating to policy, of all employees in those buildings, other than elected officials, non-salaried appointed officials, and employees of the School Department;

That the operation of the landfill be under the supervision of the Road Commissioners;

That the appropriation under Conservation Commission for "Conservation Fund" be maintained as a fund against future purchases and not be expended without future vote of the Finance Committee and Board of Selectmen;

That all purchases of data processing equipment be submitted to the Information Systems Committee for approval before such purchase is made;

That the appropriation for 'Hydrant Rental' of $18,000 for the Water Department granted in the budget be transferred to 'Water Available Surplus';

That the Office of the Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town income;

That all fees, wages, or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town income;

That the Director of Youth and Adolescent Services and Staff be under the jurisdiction of the Youth Advisory Committee which shall report to the Town on the activities of the Director of Youth and Adolescent Services and Staff at the Annual Town Meeting. The Director of Youth and Adolescent Services and Staff will receive administrative support from the School Department."

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	SELECTMEN			
1	SALARIES	$500	$500	$500
2	EXPENSE	$6,594	$2,900	$2,850
3	OTHER,METRO WEST	$4,220	$4,803	$4,803
4	MASS MUNICIP DUES	$2,687	$2,850	$6,000
5	WASTEWATER MGMT	$2,293	$0	$0
	TOTAL SELECTMEN	$16,294	$11,053	$14,153
	CIVIL DEFENSE			
6	SALARY	$2,500	$2,500	$5,212
7	EQUIP, AMMO, SUPPLIES	$5,858	$5,858	$5,858
8	UNIFORMS	$930	$930	$930
	TOTAL CIVIL DEFENSE	$9,288	$9,288	$12,000
	TOWN OFFICE			
	SALARIES:			
	EXECUTIVE SECRETARY		$62,595	$63,902
	PERSONNEL DIRECTOR		$42,813	$46,289
	FIN. DIR./TOWN ACCT.		$69,211	$73,228
	OFFICE ADMIN		$31,886	$35,836
	S. SCHEDULE		$30,706	$29,288
	CLERICAL		$72,743	$76,507
	OVERTIME/LONGEVITY		$2,000	$2,000
9	TOTAL SALARIES	$285,303	$311,954	$327,050
10	EXPENSE	$42,034	$43,800	$45,800
11	EQUIPMENT	$4,886	$5,000	$5,000
12	TELEPHONES	$29,611	$32,000	$32,000
13	CONTRACT SERVICES	$15,330	$10,500	$16,500
	TOTAL TOWN OFFICE	$377,164	$403,254	$426,350
	WAYLAND TOWN BUILDING			
14	SALARIES	$70,595	$62,178	$64,516
15	BUILDING UTILITIES	$80,500	$93,000	$100,000
16	EXPENSE	$22,100	$22,100	$22,100
	TOTAL TOWN BUILDING	$173,195	$177,278	$186,616
	OTHER TOWN BUILDG-COCHIT			
17	EXPENSES	$11,396	$16,500	$15,000
	DATA PROCESSING			
	MANAGER	$31,582	$34,669	$37,022
	COMPUTER OPERATOR	$2,400	$1,100	$2,000
18	TOTAL SAL	$33,982	$35,769	$39,022
	EXPENSES			
19	FORMS,SUPPLIES	$18,779	$21,490	$22,861
20	EDUCATION/TRAVEL	$86	$150	$150
	EQUIPMENT			
21	RENTAL AND REPAIRS	$10,886	$14,600	$14,000

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
22	NEW APPLICATIONS/EQ.	$4,913	$5,000	$3,000
23	PROFESSIONAL SERVICES	$14,400	$14,800	$15,244
	TOTAL DATA PROCESSING	$83,046	$91,809	$94,277
	TREASURER/COLLECTOR			
	TREASURER/COL. SALARY	$43,534	$46,473	$50,052
	CLERICAL SALARY	$63,325	$67,435	$71,650
24	TOTAL SALARIES	$106,859	$113,908	$121,702
	EXPENSES:			
25	OPERATING EXPENSE	$2,199	$3,367	$4,267
26	TAX TITLE EXPENSE	$324	$8,460	$7,700
27	EXCISE TAX PROGRAM	$1,575	$0	$0
28	BANKING SERVICES	$14,353	$13,579	$14,520
29	LOCK BOX SEVICES	$10,411	$10,902	$11,209
30	COMPUTER TRAINING	$235	$300	$250
31	MAILING SERVICE	$0	$1,700	$1,700
	TOTAL TREAS/COLLECTOR	$135,956	$152,216	$161,348
	ASSESSORS			
32	SALARIES	$4,229	$4,600	$4,600
33	PROF/CLERICAL	$78,612	$87,904	$93,212
34	EXPENSE	$5,500	$5,500	$5,000
35	PROF SERVICES	$20,499	$17,500	$18,000
36	OTHER EXPENSE	$4,000	$6,000	$6,800
37	SPEC BUDGET ITEM-REVAL FUND	$110	$35,000	$35,000
	TOTAL ASSESSORS	$112,950	$156,504	$162,612
38	FINANCE COMMITTEE	$53	$160	$160
	PERSONNEL BOARD			
39	EXPENSE	$222	$500	$500
40	ADJUSTMENT FUND	$0	$7,500	$7,500
41	SALARY STUDY	$0	$0	$8,900
	TOTAL PERSONNEL BOARD	$222	$8,000	$16,900
	TOWN COUNSEL			
	PROFESSIONAL SERVICES			
	ASSOC. TOWN COUNSEL	$50,494	$17,000	$17,000
	LABOR COUNSEL	$1,820	$0	$0
	PROFESSIONAL SERVICES	$41,348	$0	$0
	TOWN COUNSEL	$43,982	$51,500	$51,500
	MISCELLANEOUS	$2,160	$2,600	$2,600
	TOTAL PROFESSIONAL SER	$139,804	$71,100	$71,100
	LEGAL EXPENSES	$4,394	$0	$0
42	TOTAL TOWN COUNSEL	$144,198	$71,100	$71,100

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	REGISTRARS			
43	SALARY	$650	$675	$675
44	LISTING	$1,480	$1,500	$1,500
	TOTAL REGISTRARS	$2,130	$2,175	$2,175
	TOWN CLERK			
45	TOWN CLERK SALARY	$35,000	$40,000	$42,400
46	TOWN CLERK ADDED COMP	$400	$400	$400
47	CLERICAL	$25,012	$27,850	$28,600
48	EXPENSE	$2,521	$2,750	$2,750
	TOTAL TOWN CLERK	$62,933	$71,000	$74,150
	ELECTIONS			
49	OFFICERS SALARIES	$2,557	$4,709	$6,861
50	EXPENSE	$2,991	$4,515	$2,607
	TOTAL ELECTIONS	$5,548	$9,224	$9,468
	PLANNING BOARD			
51	EXPENSE	$5,149	$7,460	$8,759
52	PLANNING ADMINISTRATOR SAL	$47,117	$51,557	$53,620
	TOTAL PLANNING BOARD	$52,266	$59,017	$62,379
	TOWN SURVEYOR			
	TOWN SURVEYOR SAL	$53,683	$54,276	$45,010
	SURVEY/COMP SPEC SAL	$42,391	$45,040	$35,000
53	TOTAL SAL	$96,074	$99,316	$80,010
54	EXPENSE	$2,366	$2,450	$3,275
55	VEHICLE EXPENSE	$218	$600	$600
56	COMPUTER SYSTEM MAINT	$3,250	$2,400	$3,150
57	COMPUTER TRAINING	$1,600	$2,000	$0
58	IMPLEMNT. ASST.	$0	$13,000	$10,000
59	PLAN STORAGE	$0	$0	$5,000
	TOTAL TOWN SURVEYOR	$103,508	$119,766	$102,035
	CONSERVATION			
60	EXPENSE	$4,580	$6,193	$6,193
61	PROF SERVICES/MISC	$3,279	$5,000	$2,000
62	SALARIES	$49,525	$44,782	$58,483
	TOTAL CONSERVATION	$57,384	$55,975	$66,676
	HISTORICAL COMMISSION			
63	EXPENSE	$1,032	$1,114	$1,114
	TOTAL HISTORICAL COMM	$1,032	$1,114	$1,114
64	SURFACE WATER QUALITY COM	$4,110	$5,600	$5,600
65	HISTORIC DISTRICT COMM	$213	$175	$175

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	COUNCIL ON AGING			
66	SALARIES	$57,741	$61,362	$66,388
67	OPERATING EXPENSE	$3,491	$4,000	$4,500
68	EQUIPMENT	$400	$400	$400
69	TRANSPORTATION	$25,128	$26,701	$28,500
	TOTAL COUNCIL ON AGING	$86,760	$92,463	$99,788
	TOTAL GENERAL GOVERNMENT	$1,439,646	$1,513,671	$1,584,076
	POLICE			
	SALARIES			
	POLICE CHIEF SALARY	$59,651	$59,425	$62,013
	LIEUTENANT SALARY	$54,058	$47,339	$49,263
	YOUTH OFFICER SAL	$38,377	$0	$0
	SERGEANTS SALARY	$172,735	$198,429	$210,780
	DETECTIVES SAL	$166,768	$0	$0
	SPECIALISTS	$0	$168,060	$180,010
	PATROLMEN SAL	$351,257	$326,012	$353,455
	INTERNS SAL	$4,678	$6,396	$6,396
	OVERTIME SAL	$98,066	$84,445	$92,823
	HOLIDAY SAL	$39,427	$50,106	$53,866
	SCHOOL TRAFFIC SUPR	$12,814	$14,820	$20,088
	COURT TIME	$11,628	$12,000	$12,000
	CLERK	$30,198	$30,369	$31,584
	TUITION REIMB	$0	$1,500	$1,500
	NIGHT DIFFERENTIAL	$14,462	$15,789	$16,421
	LONGEVITY	$0	$4,050	$4,150
	PROFESSIONAL STIPEND	$0	$10,500	$9,000
	ED. INCENTIVE	$634	$52,983	$56,748
1	TOTAL SALARIES	$1,054,753	$1,082,223	$1,160,097
	EXPENSE:			
2	OPERATING EXPENSE	$20,843	$11,850	$11,850
3	UNIFORM EXPENSE	$14,720	$15,450	$15,835
4	TRAINING EXPENSE	$34,000	$34,000	$35,360
5	YOUTH OFFICER EXPENSE	$800	$800	$800
6	CRIME PREVENTION	$749	$800	$800
7	SPECIAL SERVICES	$500	$500	$500
8	ANNUAL PHYSICALS	$2,000	$2,000	$2,000
9	OUT-OF-STATE TRAVEL	$1,500	$1,500	$1,500
10	PUBLIC SAFETY COMPUTER	$5,000	$5,000	$5,000
11	LINE PAINTING	$9,950	$12,000	$12,000
	EQUIPMENT			
12	POLICE CARS PURCHASE	$61,650	$68,200	$64,100
13	VEHICLE OPERATION EXPENSE	$15,000	$15,000	$15,000
14	NEW EQUIPMENT,MISC,OFFICE	$4,158	$4,000	$4,000
15	OTHER EQUIPMENT	$1,841	$2,103	$2,103
16	EQUIPMENT MAINT & REPAIR	$5,584	$5,600	$5,600
17	VEHICLE GASOLINE	$21,742	$21,000	$21,000
	TOTAL POLICE DEPT	$1,254,790	$1,282,026	$1,357,545

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	FIRE			
	SALARIES			
	CHIEF SALARY	$60,129	$60,782	$64,438
	DEPUTY CHIEF SAL	$44,174	$44,606	$46,409
	CAPTAINS SAL	$264,966	$120,555	$125,427
	LIEUTENANTS SAL	$0	$146,752	$152,600
	FIREFIGHTERS SAL	$534,566	$537,401	$562,435
	INCENTIVE & EMT	$39,519	$40,800	$41,700
	OVERTIME	$92,628	$79,000	$81,000
	CALLBACK PAY	$15,227	$12,000	$12,500
	HOLIDAY PAY	$44,220	$44,912	$46,893
	CALLMEN HOURLY	$1,356	$5,000	$5,000
	CALLMEN ANNUALLY	$0	$4,400	$4,400
	CLERICAL PART TIME	$8,645	$13,000	$13,500
	CALLBACK PAY: AMBULANCE	$20,216	$23,000	$23,500
18	TOTAL SALARIES	$1,125,646	$1,132,208	$1,179,802
19	OPERATING EXPENSE	$9,356	$9,400	$9,400
20	AMBULANCE EXPENSE	$5,000	$6,000	$7,000
21	FIRE ALARM SYSTEM EXPENSE	$3,049	$3,400	$3,400
22	TRAINING AND EDUCATION	$3,999	$7,000	$8,000
23	UNIFORM EXPENSE	$10,802	$10,500	$10,500
24	PHYSICAL EXAMS	$876	$4,500	$5,100
	EQUIPMENT			
25	MISC. EQUIPMENT & HOSE	$14,989	$15,000	$14,000
26	EQUIPMENT MAINTENANCE	$9,071	$10,000	$11,000
27	EQUIPMENT RENTAL	$220	$300	$500
28	VEHICLE GASOLINE	$6,000	$6,000	$6,000
29	COMPUTER	$4,975	$5,000	$5,000
	TOTAL FIRE DEPT.	$1,193,983	$1,209,308	$1,259,702
	INSPECTION			
	SALARIES			
	BLDG.&ZONING INSP.SAL	$38,240	$40,152	$41,758
	DEP BLDG INSP	$1,538	$13,286	$14,168
	SUB INSPECTOR SAL	$1,262	$1,264	$1,314
	WIRING INSPECTOR	$15,958	$16,743	$17,413
	GAS/PLMING INSPECTOR	$16,196	$0	$0
	PLUMBING INSPECTOR	$0	$16,743	$17,413
	CLERICAL	$35,039	$38,223	$42,850
	SEALER OF WEIGHTS,MEAS	$451	$500	$500
30	TOTAL SALARIES	$108,684	$126,911	$135,416
	EXPENSE:			
31	BUILDING & ZONING EXPENSE	$4,558	$4,650	$4,650
32	INSPECTORS EXPENSE	$2,450	$2,950	$2,950
33	ZONING BOARD EXPENSE	$629	$785	$800
34	PROFESSIONAL SERVICE	$0	$800	$800
35	ZONING BY-LAWS COMMITTEE	$759	$0	$0
36	COMPUTER UPDATE	$0	$4,310	$2,400
	EQUIPMENT			
37	VEHICLE EXPENSE	$1,677	$1,000	$1,200
38	VEHICLE GASOLINE	$183	$360	$360

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	DOG OFFICER:			
39	DOG OFFICER SALARY	$27,416	$28,505	$29,026
40	DOG OFFICER EXPENSE	$1,989	$1,100	$1,700
41	BOARD VET FEES	$2,307	$2,870	$2,870
42	VEHICLE EXPENSE	$433	$0	$0
43	PROFESSIONAL SERVICES	$0	$700	$700
	TOTAL INSPECTION	$151,085	$174,941	$182,872
	JOINT COMMUNICATIONS			
44	DISPATCHERS SAL	$209,491	$240,826	$250,539
45	OPERATING EXPENSE	$20,389	$20,575	$20,575
46	BLDG. EXPENSE,MAINT,REPAIR	$12,543	$0	$12,600
47	BLDG. EXP UTILITIES	$47,427	$47,400	$47,400
48	REPAIRS PUBLIC SAFETY BLDG.	$12,382	$13,000	$7,000
	TOTAL JOINT COMM	$302,232	$321,801	$338,114
	TOTAL PROTECTION	$2,902,090	$2,988,076	$3,138,233
	BOARD OF HEALTH			
	SALARIES:			
	BOARD MEMBERS	$250	$250	$250
	SECRETARY TO THE BOARD	$29,091	$24,660	$29,592
	SUB SECRETARY	$389	$756	$1,000
	ANIMAL INSPECTOR	$0	$844	$450
	HEALTH DIRECTOR	$39,849	$42,985	$44,530
	ANIMAL CONTROL OFFICER	$804	$7,560	$7,862
	SANITARY INSPECTOR	$24,047	$30,753	$31,865
1	TOTAL SALARIES	$94,430	$107,808	$115,549
	EXPENSES:			
2	OFFICE EXPENSE	$10,149	$6,000	$6,000
3	IN STATE TRAVEL EXPENSE	$101	$2,760	$1,380
				$1,980
	CONTRACT/PROF SERVICES			
4	MENTAL HEALTH CLINICS	$37,430	$37,430	$37,430
5	PARMENTER NURSING CARE	$126,247	$126,247	$126,247
6	MOSQUITO CONTROL	$15,652	$25,952	$27,099
7	PROFESSIONAL SERVICES	$4,568		
8	VEHICLE OPERATION/MAINT	$0	$0	$1,200
9	VEHICLE PURCHASE	$0	$0	$3,000
	SPECIAL BUDGET ITEMS:			
10	WATER QUALITY STUDY	$1,131	$3,500	$3,500
11	HAZARDOUS WASTE MGT	$11,741	$15,000	$15,000
12	SANITARIAN & ENVIRON	$0	$6,500	$5,500
	TOTAL BOARD OF HEALTH	$301,449	$331,197	$343,885

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	HIGHWAY			
	SALARIES:			
	DIRECTOR OF HIGHWAY	$58,113	$57,358	$61,195
	CLERK SALARY	$52,576	$61,708	$50,716
	HIGHWAY LABOR SALARY	$379,650	$411,934	$432,172
	OVERTIME,LABOR	$39,208	$40,000	$40,000
1	TOTAL SALARIES	$529,547	$571,000	$584,083
	MAINTENANCE:			
2	MAINTENANCE OF ROADS	$31,297	$25,000	$25,000
3	MAINTENANCE OF EQUIPMENT	$68,280	$70,000	$60,000
4	SNOW REMOVAL	$50,912	$51,000	$51,000
5	SNOW REMOVAL/PRIVATE WAYS	$2,845	$7,000	$7,000
6	UNIFORMS/OTHER FRINGE	$0	$10,000	$14,420
	CONTRACT/PROFESSIONAL SERVICES			
7	CONTRACT BASIN CLEANING	$14,738	$16,000	$16,000
8	ROAD RESURFACING	$116,125	$106,500	$110,000
9	CRACK SEALING	$10,000	$15,000	$15,000
	ROAD OILING	$12,197	$0	$0
	EQUIPMENT			
10	EQUIPMENT MISC.	$9,508	$11,500	$8,600
11	HIGHWAY GAS	$1,249	$0	$20,000
	BUILDING MAINTENANCE:			
12	HIGHWAY GARAGE REPAIR	$6,998	$12,000	$5,500
13	HIGHWAY GARAGE UTILITIES	$22,500	$24,500	$26,000
14	OTHER GARAGE EXPENSE	$6,700	$0	$0
15	OFFICE EXPENSE	$0	$6,000	$6,800
	TOTAL HIGHWAY	$882,896	$925,500	$949,403
	HIGHWAY-LANDFILL			
16	SALARIES:	$129,495	$139,100	$146,705
	EXPENSE:			
17	LEACHATE COLLECTION	$39,540	$62,000	$61,000
18	DISPOSAL OF WOOD	$15,821	$14,700	$17,000
19	FUEL	$0	$9,000	$14,000
	PROFESSIONAL SERVICES			
20	MISC. ENGINEERING	$31,372	$33,500	$33.500
	BUILDING:			
21	REPAIRS	$3,995	$4,000	$6,350
22	UTILITIES	$5,109	$6,000	$6,000
23	OTHER EXPENSE	$11,849	$12,000	$12,000
24	MAINT REPAIRS	$22,500	$27,350	$16,200
25	LEASE EQUIPMENT	$81,383	$60,967	$61,000
26	OTHER EXPENSE: COVER	$6,444	$7,000	$7,100
27	MISC. EQUIPMENT	$2,386	$8,000	$9,200
	TOTAL LANDFILL	$349,894	$383,617	$390,055

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	WELFARE			
1	VET BENEFIT APPROP	$5,353	$4,000	$4,000
2	MISCELLANEOUS	$0	$200	$200
3	SALARIES	$2,860	$2,850	$2,850
	TOTAL WELFARE	$8,213	$7,050	$7,050
	SCHOOLS			
1	REGULAR INSTRUCTION 1	$7,727,221	$8,243,320	$8,549,687
2	SPECIAL INSTRUCTION 2	$2,289,420	$2,288,817	$2,646,839
3	INSTRUCTIONAL SERVICES 3	$1,824,744	$2,010,339	$2,073,422
4	OPERATIONS SERVICES 4	$1,311,415	$1,484,114	$1,617,990
5	POLICY ADMIN. SERV. 5	$609,987	$528,076	$599,200
6	OUT OF STATE TRAVEL 6	$5,344	$13,556	$6,500
	TOTAL SCHOOLS	$13,768,131	$14,568,222	$15,493,638
7	REGIONAL VOCATIONAL SCHOOL	$237,662	$144,399	$197,395
	DIRECTOR YOUTH SERVICES			
	DIRECTOR YOUTH SERVICES	$43,914	$46,567	$49,353
	ASSOC DIRECTOR YOUTH SER	$37,182	$43,395	$45,536
8	TOTAL YOUTH SERV SAL	$81,096	$89,962	$94,889
9	EXPENSE	$2,562	$3,014	$2,964
10	AUTOMOBILE EXPENSE	$600	$150	$100
11	AUTOMOBILE REPAIR	$0	$400	$500
	TOTAL DIR YOUTH SERVICES	$84,258	$93,526	$98,453
	LIBRARY			
	SALARIES			
	LIBRARY DIRECTOR	$52,621	$53,436	$57,152
	ADM ASSISTANT	$26,448	$26,604	$28,650
	CHILDREN'S LIBRARIAN	$30,654	$30,857	$31,706
	ASST. CHILDREN'S LIBRARIAN	$25,549	$25,912	$26,948
	LIBRARY ASSISTANTS	$61,142	$63,345	$66,517
	PAGES SALARY	$7,041	$7,463	$6,987
	CLERKS SALARY	$18,204	$15,517	$20,130
	CUSTODIAN SALARY	$21,696	$21,612	$24,024
	REF LIBRARIAN/ PART TIME	$0	$11,975	$13,980
	TECH SERVICES & REF	$37,453	$38,031	$40,524
	HEAD OF CIRCULATION	$29,178	$30,020	$31,539
	SUNDAY OPENING	$1,928	$0	$0
	SATURDAY DIFFERENTIAL	$0	$540	$540
	EVEN DIFFERENTIAL	$0	$900	$900
1	TOTAL SALARIES	$311,914	$326,212	$349,597
2	OPERATING EXPENSE	$35,000	$35,000	$35,000
3	OUT OF STATE TRAVEL	$550	$550	$550
4	TUITION REIMBURSEMENT	$1,162	$1,500	$1,500
5	MATERIALS PURCHASE	$62,900	$73,678	$79,067
6	MATERIALS: STATE AID	$6,001	$0	$0
7	BUILDING REPAIRS	$3,500	$3,500	$3,500
8	LIBRARY AUTOMATION	$20,751	$20,000	$26,000
	TOTAL LIBRARY	$441,778	$460,440	$495,214

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	PARK & RECREATION			
	SALARIES:			
	SUPERINTENDENT	$57,252	$57,972	$60,491
	LABOR	$213,725	$189,782	$198,072
	CLERICAL REGULAR	$26,756	$26,854	$27,928
1	TOTAL SALARIES	$297,733	$274,608	$286,491
	EXPENSE:			
2	REPAIRS & MISC.	$37,932	$37,980	$41,335
3	MATERIALS & SUPPLIES	$8,480	$8,480	$8,480
4	UNIFORM EXPENSE	$3,153	$3,360	$3,360
5	TREE PLANTING	$1,500	$1,500	$1,500
6	PLAYGROUND SUPPLY	$4,793	$500	$500
7	RECORDED SERVICES	$489	$500	$500
8	TRAVEL & DUES IN STATE	$431	$500	$500
9	TRAVEL OUT OF STATE	$757	$1,050	$1,050
	EQUIPMENT			
10	MISC SMALL EQUIPMENT	$989	$1,000	$1,000
11	REPAIR SUPPLY & EQUIP	$0	$4,500	$4,500
	BUILDING REPAIRS			
12	LIGHTING, ETC.	$3,349	$4,505	$3,650
	CONTRACT/PROF SERVICES			
13	TREE TRIMMING	$17,079	$18,000	$18,000
14	PUBLIC WORKS EXPENSE	$2,256	$2,000	$2,000
15	DUTCH ELM DISEASE EXP	$0	$800	$800
	TOTAL PARK & RECREATION	$378,941	$359,283	$373,666
16	FEE SUPPORTED PROGRAMS	$275,273	$287,290	$340,000
	UNCLASSIFIED			
1	INSURANCE GENERAL	$238,597	$240,000	$240,000
2	INSURANCE 32B	$1,436,715	$1,470,000	$1,524,000
3	UNEMPLOYMENT COMPENSATION	$10,000	$10,000	$10,000
4	STREET LIGHTING	$95,367	$111,000	$100,000
5	HYDRANT RENTAL	$18,000	$18,000	$18,000
6	TOWN MEETING WARRANT	$11,577	$16,000	$16,000
7	RESERVE FUND	$1,615	$100,000	$100,000
8	PUBLIC CEREMONIES	$3,700	$2,500	$2,500
9	SURETY BONDS	$784	$800	$800
10	TOWN CLOCKS	$7,000	$200	$200
11	NON CONTRIBUTORY PENSION	$26,552	$32,500	$32,500
12	PENSION DISABILITY ACCT	$0	$10,000	$10,000
13	OCCUPATIONAL HEALTH NURSE	$6,056	$6,000	$6,000
14	MEDICAL CONTRIBUTION	$55,000	$55,000	$55,000
15	RESERVE FOR SAL SETTLEMENT	$0	$150,000	$0
16	EMPLOYEE ASSISTANCE PROG.	$0	$0	$6,000
	TOTAL UNCLASSIFIED	$1,910,963	$2,222,000	$2,121,000

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	DEBT AND INTEREST			
	INTEREST			
1	BOND ANTICIPATION NOTES	$400	$0	$30,000
2	BOND ANTICIPATION NOTES EX	$0	$150,000	$0
3	ANTICIPATION REVENUE	$0	$10,000	$10,000
4	MULTI PURPOSE 1985 EXEMPT	$4,200	$0	$0
5	MULTI PURPOSE 1986 EXEMPT	$13,125	$4,375	$0
6	MULTI PURPOSE 1986	$3,150	$1,050	$0
7	MULTI PURPOSE 1988	$19,000	$14,400	$9,680
8	ROAD ISSUE 1987 EXEMPT	$91,125	$65,250	$39,150
9	BOND ISSUE 1989	$5,115	$3,875	$2,790
10	BOND ISSUE EXEMPT 1989	$71,455	$55,645	$39,835
11	MULTI PURPOSE EXEMPT 1990	$38,678	$32,335	$25,550
12	MULTI PURPOSE EXEMPT 1990	$1,033	$295	$0
13	MULTI PURP EX 91 HIGH SCHL	$324,025	$301,275	$283,725
14	MULTI PURP EX 91 LOKER	$57,750	$51,380	$44,730
15	MULTI PURP EX 91 LANDFILL	$18,255	$15,525	$12,675
16	MULTI PURPOSE EQ 1992	$21,627	$16,032	$9,853
17	MULTI PURPOSE COMP 1992	$2,979	$2,208	$1,357
18	MULTI PURP EXEM SCHL 1993	$228,377	$169,677	$157,864
19	MULTI PURPOSE EQUIPMENT	$20,370	$11,262	$7,193
20	LAND ACQUISITION EXEMPT	$0	$0	$154,650
21	MULTI PURPOSE 1996	$0	$0	$55,985
	MATURING DEBT			
22	REGISTERED BOND COST	$972	$1,296	$1,296
23	MULTI PURPOSE 1985 EXEMPT	$60,000	$0	$0
24	MULTI PURPOSE 1986 EXEMPT	$125,000	$125,000	$0
25	MULTI PURPOSE 1986	$30,000	$30,000	$0
26	NEW BOND ISSUE 1988	$80,000	$80,000	$80,000
27	ROAD ISSUE 1987 EXEMPT	$450,000	$450,000	$450,000
28	BOND ISSUE 1989 EXEMPT	$255,000	$255,000	$255,000
29	BOND ISSUE 1989	$25,000	$15,000	$20,000
30	MULTI PURPOSE EXEMPT 1990	$105,000	$110,000	$120,000
31	MULTI PURPOSE EXEMPT 1990	$15,000	$10,000	$0
32	MULTI PURP EX 91 HIGH SCHL	$325,000	$325,000	$325,000
33	MULTI PURP EX 91 LOKER	$140,000	$140,000	$140,000
34	MULTI PURP EX 91 LANDFILL	$60,000	$60,000	$60,000
35	MULTI PURPOSE EQUIP 1992	$167,000	$167,000	$167,000
36	MULTI PURPOSE COMP 1992	$23,000	$23,000	$23,000
37	MULTI PURP EXEMPT SCHL 1993	$226,000	$225,000	$225,000
38	MULTI PURP EQUIP 1993	$89,000	$85,000	$70,000
39	LAND ACQUISTION EXEMPT	$0	$0	$185,000
40	MULTI PURPOSE 1996	$0	$0	$254,000
41	BOND SALE EXPENSE	$0	$0	$15,000
42	FINANCIAL DISCLOSURE	$0	$0	$2,500
	TOTAL DEBT & INTEREST	$3,096,636	$3,005,880	$3,277,833
	GRAND TOTAL BUDGET	$26,077,830	$27,290,151	$28,809,901

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996
	CAPITAL BUDGET		
	HIGHWAY	RECOMMENDED	FUNDING SOURCI
1	HEAVY DUTY TRAILER	$22,000	BORROWING
2	ONE TON DUMP TRUCK/W.PLOW	$32,000	BORROWING
3	RESURACE PARKING LOT	$25,000	BORROWING
4	SLIDE IN SANDER	$13,500	BORROWING
5	GROUND SPEED CONTROL SYS	$14,000	BORROWING
6	SLIDE IN TANK	$6,000	BORROWING
7	TRACTOR ATTACHMENTS	$11,500	BORROWING
8	FROND END LOADER ATTCHMNT	$19,000	BORROWING
9	TWO, HIGH THROW PLOWS	$11,000	BORROWING
10	COLD STORAGE SHED ADDITION	$6,000	BORROWING
	TOTAL HIGHWAY	$160,000	
	FIRE DEPARTMENT		
11	FIRE PUMPER	$205,000	BORROWING
12	LARGE DIAM HOSE	$25,000	BORROWING
13	UTILITY/BRUSH TRUCK	$40,000	BORROWING
	TOTAL FIRE DEPARTMENT	$270,000	
	PARK AND RECREATION		
14	ONE TON DUMP.PLOW	$40,000	BORROWING
15	JAW BUCKET	$9,000	BORROWING
16	FIFTY TWO INCH MOWERS (2)	$9,000	BORROWING
17	COMPACT MOWER (60 INCH)	$11,000	BORROWING
18	POWER BROOM	$3,000	BORROWING
19	LEAF BLOWER	$2,000	BORROWING
	TOTAL PARK AND RECRATION	$74,000	
	SCHOOLS		
20	SITE WORK	$50,000	BORROWING
21	FURNISHINGS	$55,000	BORROWING
22	EQUIPMENT	$23,000	BORROWING
23	AUTOMOBILE	$20,000	UNRESERVED FB
24	TECHNOLOGY	$160,000	BORROWING
25	DOORS	$12,000	BORROWING
	TOTAL SCHOOLS	$320,000	
26	LIBRARY: BUILDING PAINTING	$5,000	UNRESERVED FB
	GRAND TOTAL CAPITAL BUDGET	$829,000	

TABLE NO.1

WAYLAND INCOME AND EXPENSE STATEMENT	FISCAL 1992	FISCAL 1993	FISCAL 1994	FISCAL 1995	FISCAL 1996	FISCAL 97
BUDGET	$22,939,371	$23,613,638	$24,374,786	$26,461,785	$27,290,151	$28,809,901
ARTICLES AND WATER BUDGET	$1,344,393	$1,228,671	$1,933,315	$5,761,881	$4,280,143	$4,821,696
TOTAL TOWN EXPENSE	$24,283,764	$24,842,309	$26,308,101	$32,223,666	$31,570,294	$33,631,597
NET CHERRY SHEET	($445,612)	($588,104)	($498,275)	($934,855)	($1,305,960)	($1,473,869)
OVERLAY EXPENSE	$200,000	$200,000	$200,000	$189,249	$239,772	$370,000
LOCAL RECEIPTS	($2,077,105)	($2,269,935)	($2,339,500)	($2,169,091)	($2,077,411)	($2,408,000)
SUMMER SALARY ADJUSTMENT	($675,661)					
OTHER SOURCES: FREE CASH, BORROWINGS, ETC.	($2,023,493)	($1,747,671)	($2,662,846)	($6,177,445)	($4,459,632)	($5,337,696)
TO BE RAISED BY TAXATION	$19,261,893	$20,436,599	$21,007,480	$23,131,524	$23,967,063	$24,782,032
ASSESSED VALUATION	$1,322,024,252	$1,203,568,850	$1,212,398,850	$1,293,709,400	$1,301,143,500	$1,314,715,704
TAX RATE	$14.57	$16.98	$17.33	$17.88	$18.42	$18.85

AVERAGE TAX BILL WILL INCREASE BY 2.79% IN FY 96

TABLE NO.2

HISTORICAL BUDGET SUMMARY

FISCAL YEAR	SCHOOL	TOWN	TOTAL	INCREASE	%	FIXED COSTS*	OPERATING BUDGET
FY 1997	$15,691,033	$14,118,868	$28,809,901	$1,519,750	5.56%	1.20%	4.36%
FY 1996	$14,712,621	$12,577,530	$27,290,151	$828,366	3.10%	-0.50%	3.60%
FY 1995	$14,263,883	$12,224,902	$26,461,785	$1,744,499	7.06%	1.39%	5.67%
FY 1994	$12,796,933	$11,577,853	$24,374,786	$761,148	3.22%	0.12%	3.10%
FY 1993	$12,350,106	$11,263,532	$23,613,638	$675,497	2.94%	2.89%	0.05%
FY 1992	$12,341,350	$10,596,791	$22,938,141	ERR	4.37%	1.09%	3.28%

*INCLUDES:FUNDED DEBT, INTEREST, HEALTH INS., BUILDING INS. (PROP/LIAB)

TABLE NO. 3

TOWN REVENUES	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997
AUTO EXCISE	$815,000	$900,000	$950,000	$1,000,000	$1,000,000	$1,000,000
FEES, FINES, INTEREST	$1,562,000	$1,369,900	$1,390,000	$1,308,000	$1,308,000	$1,358,000
NET REC FROM STATE	$1,232,860	$1,483,180	$1,785,863	$1,954,393	$2,147,312	$2,348,875
TOTAL	$3,609,860	$3,753,080	$4,125,863	$4,262,393	$4,455,312	$4,706,875
RAISED FROM TAXES	$19,261,893	$20,436,599	$21,007,480	$23,132,418	$23,967,063	$24,782,032

AVERAGE TAX BILL WILL IINCREASE BY 2.33% IN FY 97

TABLE NO. 4

PERCENT OF BUDGET BY DEPARTMENT

DEPARTMENT	%1992	%1993	%1994	%1995	% 1996	% 1997
GENERAL GOVERNMENT	5.8%	5.6%	5.6%	5.3%	5.5%	5.5%
PROTECTION	10.9%	11.0%	11.2%	10.6%	10.9%	10.9%
HEALTH	1.3%	1.3%	1.3%	1.2%	1.2%	1.2%
HIGHWAY	3.7%	3.6%	3.6%	3.4%	3.4%	3.3%
LANDFILL	1.3%	1.3%	1.4%	1.4%	1.4%	1.3%
VETERANS' BENEFITS	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
SCHOOLS	51.4%	51.4%	51.6%	52.9%	53.4%	53.8%
REG VOC SCHOOL	1.3%	0.9%	0.9%	0.8%	0.5%	0.7%
DIRECTOR YOUTH SERVICES	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%
LIBRARIES	1.7%	1.7%	1.7%	1.6%	1.7%	1.7%
PARK AND RECREATION	1.3%	1.4%	1.4%	1.3%	1.3%	1.3%
FEE SUPPORTED PROGRAMS	1.3%	1.2%	1.2%	1.1%	1.1%	1.2%
UNCLASSIFIED	8.4%	8.1%	8.0%	8.2%	8.1%	7.3%
DEBT AND INTEREST	9.3%	12.2%	11.8%	11.8%	11.1%	11.4%
SEPTAGE FACILITY	2.1%					

TABLE NO. 5

DEPARTMENTAL INCREASES	BUDGET FY 1997	BUDGET FY 1996	BUDGET INCREASE	% INCREASE
GENERAL GOVERNMENT	$1,584,076	$1,513,671	$70,405	4.7%
PROTECTION	$3,138,233	$2,988,076	$150,157	5.0%
HEALTH	$343,885	$331,197	$12,688	3.8%
HIGHWAY	$949,403	$925,500	$23,903	2.6%
LANDFILL	$390,055	$383,617	$6,438	1.7%
VETERAN'S BENEFITS	$7,050	$7,050	$0	0.0%
SCHOOLS	$15,493,638	$14,568,222	$925,416	6.4%
REGIONAL VOCATIONAL SCH	$197,395	$144,399	$52,996	36.7%
DIR. YOUTH SERVICES	$98,453	$93,526	$4,927	5.3%
LIBRARIES	$495,214	$460,440	$34,774	7.6%
PARK AND RECREATION	$373,666	$359,283	$14,383	4.0%
FEE SUPPORTED PROGRAMS	$340,000	$287,290	$52,710	18.3%
UNCLASSIFIED	$2,121,000	$2,222,000	($101,000)	-4.5%
DEBT AND INTEREST	$3,277,833	$3,005,880	$271,953	9.0%
TOTAL	$28,809,901	$27,290,151	$1,519,750	5.6%

ARTICLE 7: WATER DEPARTMENT BUDGET

Proposed by: Board of Water Commissioners *Estimated Cost: $857,160*

To determine whether the Town will appropriate a sum of money to be expended by the Board of Water Commissioners for the operation and expenses of the Water Department; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article provides funds according to the proposed budget for the operation of the Water Department for fiscal year 1997.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

	FISCAL 97 BUDGET	EXPENDED FY 1995	APROPRIATED FY 1996	REQUESTED FY 1997
	WATER DEPARTMENT			
	SALARIES:			
	COMMISSIONERS	$150	$225	$225
	SUPERINTENDENT	$46,397	$50,527	$54,645
	LABOR	$208,126	$249,763	$273,943
	CLERICAL	$33,107	$41,128	$41,287
1	TOTAL SALARIES	$287,780	$341,643	$370,100
2	OPERATING EXPENSE	$256,248	$337,000	$352,000
4	PURGE WELLS	$13,706	$12,000	$12,000
5	EQUIPMENT	$11,178	$4,000	$4,000
6	MAIN IMPROVEMENT	$7,942	$0	$0
7	METER RENEWAL	$4,367	$0	$0
8	POLICE DETAILS	$7,744	$7,000	$9,000
9	BORROWING COSTS	$37,440	$106,000	$110,060
	TOTAL WATER DEPARTMENT	$626,405	$807,643	$857,160

ARTICLE 8: WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY BUDGET

Proposed by: Board of Road Commissioners *Estimated Cost: $827,050*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners for the operation of the Wayland/Sudbury Septage Treatment Facility, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article provides funds for the annual appropriation of the Wayland/Sudbury Septage Treatment Plant.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

	SEPTAGE BUDGET FY 1997	RECOMMENDED FY 97
1	SALARIES	$134,100
	EXPENSE	
2	OPERATING EXPENSE	$83,000
3	OTHER EXPENSE	$10,600
4	CONTRACTED/PROFESS SERVICES	$5,000
5	OUT OF STATE TRAVEL	$1,500
	EQUIPMENT	
6	CAPITAL REPLACEMENT	$35,000
7	PURCHASE/RENTAL	$5,000
8	MAINTENANCE/REPAIRS	$20,750
9	MATERIAL/SUPPLIES	$4,000
	BUILDING/MAINT EXPENSE	
10	MAINT/REPAIRS/RENOVATIONS	$5,000
11	BUILDING UTILITIES	$2,000
	OTHER EXPENSE	$4,000
	SPECIAL BUDGET ITEMS	
12	ENGINEERING SERVICES	$40,000
13	DEBT SERVICE	$143,500
	INDIRECT EXPENSES	
14	ADMINISTRATION	$40,000
15	INSURANCE FRINGE BENEFITS	$18,400
16	OTHER INSURANCE	$4,400
17	RETIREMENT BENEFITS	$35,800
18	GREASE DISPOSAL	$35,000
19	RESERVE FOR EMERGENCY REP	$200,000
	TOTAL BUDGET REQUEST	$827,050
	REVENUE SOURCES	
	ANTICIPATED REVENUE	$625,000
	RETAINED EARNINGS	$202,050
	TOTAL REVENUES	$827,050

ARTICLE 9: COMPENSATION FOR ELECTED OFFICIALS

Proposed by: Board of Selectmen *Estimated Cost: $47,975*

To determine whether the Town will vote to fix the salary and compensation of all elected officers of the Town pursuant to Massachusetts General Laws Chapter 41, Section 108, to be effective July 1, 1996, which salary and compensation are printed below.

SALARY SCHEDULE - ELECTED TOWN OFFICERS

		FY1996	FY1997
Town Clerk		40,000	42,400
Selectmen	(5)	500	500
Assessors	(Chairman)	1,600	1,600
	(2)	3,000	3,000
Board of Health	(5)	250	250
Water Commissioners	(3)	225	225

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 108.

ARTICLE 10: TRANSFER OPERATION OF WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY AND SANDHILL LANDFILL FROM BOARD OF ROAD COMMISSIONERS TO BOARD OF HEALTH

Proposed by: Petition

We ask the Town of Wayland to vote to transfer the custody, operational control and management of the Wayland/Sudbury Septage Treatment Facility and the Wayland Landfill from the Board of Road Commissioners to the Wayland Board of Health, and to seek infrastructure approval, and to take any action thereto.

FINANCE COMMITTEE COMMENTS: At the 1995 ATM, Petitioners' Article 23 asked to transfer control of the Septage Facility from the Board of Road Commissioners to the Operational Review Committee (ORC: a joint board of Wayland and Sudbury citizens who oversee the joint venture). Article 23 was defeated. Petitioners for this Article believe that the Board of Health has better competence to provide management oversight of both the Septage Facility and the Wayland Landfill.

ARGUMENTS IN FAVOR: : The Board of Road Commissioners, as implied by its name, is more appropriately focused on roads and not on a landfill or a septage facility. The landfill operation in most Towns is overseen by the Board of Health.

ARGUMENTS OPPOSED: There is no study available, nor do the petitioners make any recommendation or suggestion, that outlines the costs and the benefits of such a reorganization. A proper business case would include a cost/benefit analysis, exploration of alternatives (such as outsourcing, etc.), an organizational structure, and a transition plan, among other things. Without such information, the Town is asked to vote for a complex change that could be both economically unsound and risky to the operations of these vital facilities. The Town voted at the 1995 ATM $15,000 for the ORC to initiate a study of what should be done with the Septage Facility. That study has not yet started, so the $15,000 is still available to begin that work. If these two facilities were transferred, The Board of Health might have to add management infrastructure to assume them. The Board of Health voted at a February, 1996 open meeting against assuming management responsibility for the Septage Facility. Under the Septage Facility agreement with Sudbury, both Towns are required to approve any change in management of that plant, and there is no Article in the Sudbury Town Meeting warrant to do that: any action by Wayland alone is insufficient to effect this Article's provisions regarding the Septage Facility and will, therefore, have no effect.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 15A.

ARTICLE 11: FUEL DEPOT STUDY

Proposed by: Board of Selectmen

To determine whether the Town will vote to appropriate a sum of money for a study to determine the most appropriate site for a new municipal fuel depot and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: The following Articles also relate to the fuel depot: Articles 12, 13, 14, 15 and 16. The Board of Road Commissioners plans to close the fuel depot that currently exists at the Town Highway Garage because the environmental issues surrounding that location would be costly to remedy, if possible at all. The Board of Selectmen propose that they direct a Fuel Depot Study Committee to identify a site for a new Fuel Depot. This Article seeks funding only to determine the location, not the construction, of a new facility.

ARGUMENTS IN FAVOR: With the closure of the existing fuel depot, a new depot in a less environmentally sensitive location would replace a necessary facility for the Town.

ARGUMENTS OPPOSED: Absent a full business case analysis of costs and alternatives, it is difficult to know what economic benefit or loss might occur by building a new Town-operated facility. Until that analysis is performed, the proposed Study Committee may make a recommendation that has no or negative economic benefit to the Town. Even if a site is identified and proposed, a complete recommendation should include an analysis of the cost-effectiveness of a Town-operated facility (instead of alternative fuel sources such as outsourcing), and the cost of building the facility. No time frame is established for the conclusion of the Study Committee's work and there is no requirement for a formal report. No coordination is identified between the committee proposed here and the committee voted at the 1995 ATM to study the replacement or refurbishment of the Town's Public Safety Building or any committee that might be formed to study the replacement of the Highway Department Garage (see Article 12. Finally, there appears to be sufficient overlap of the six Articles (11, 12, 13, 14, 15, 16) that there may be confusion if more than one is approved.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 12: APPOINT HIGHWAY/PARKS DEPARTMENT BUILDING STUDY COMMITTEE

Proposed by: Petition

To determine whether the Town will vote to authorize the Board of Selectmen to appoint a Highway/Parks Department building committee to determine the need, cost, and site for a new Town facility, not limited to the inclusion of a Town-wide fuel depot being constructed at the same site and to report back to the Board of Selectmen with their recommendation no later than October 1, 1996. The committee would be comprised of the following: Road Commissioner, Park and Recreation Commissioner; Executive Secretary; Chief of Police; Chief of Fire; representatives of the following boards and/or offices: School Department; Finance Committee; Surface Water Quality Committee; Conservation Commission; Planning Board; Water Commission; Town Surveyor and other members deemed to be essential by the Board of Selectmen.

FINANCE COMMITTEE COMMENTS: This Article would authorize, but does not require, the Board of Selectmen to appoint a committee to determine need, cost, and proposed location of a facility that would replace the current Town Highway Garage. See related Articles 11, 13, 14, 15, 16. Petitioners believe that it might be more economic to abandon and demolish the current facility and build a new one at a new location. This facility may include a new fuel depot. The committee, if appointed, would be required by law to make its recommendation to the Board of Selectman no later than October 1, 1996.

ARGUMENTS IN FAVOR: This would encourage the Town to do some long-range planning for an important facility, with the potential for identifying a more economical way to provide a facility without the environmental concerns (underground tanks and other issues) raised by the current facility. This Article requires the committee, if appointed, to make a recommendation to the Board of Selectmen by October 1, 1996, unlike a similar Article 13, which is not specific as to any report or recommendation or time frame for either.

ARGUMENTS OPPOSED: This Article appears to have, prior to its intended study, the specific objective of relocating the Town's garage. Another petitioners' Article 13 is similar, and the Board of Selectmen have an Article 11 that deals with a piece of this issue. Because this Article stipulates the proposed committee's

membership, the Board of Selectmen must, if they appoint any committee, include all members identified herein. This could create a committee that is too large to be effective. The proposed Article is silent regarding any coordination between this proposed committee, the committee already sitting to study the Town Safety Building replacement or refurbishment, and the Study Committee proposed by the Board of Selectmen in Article 11 to recommend a site for a new Town fuel depot. No funding is sought for professional assistance (e.g. consulting engineers, surveys, soil tests, architects, environmental consultants, accountants, lawyers, etc.) that would likely be needed to develop a thorough and complete recommendation including a business case, DEP feasibility, and the like. There appears to be sufficient overlap of the six Articles (11, 12, 13, 14, 15, 16) that there may be confusion if more than one is approved.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 13: ESTABLISH A COMMITTEE FOR SITING NEW HIGHWAY GARAGE

Proposed by: Petition

To determine whether the Town will vote to authorize a committee appointed by Selectmen to investigate and advise the Town of a new site for the Town's Highway Garage facility and most prudent course of funding and to limit the amount of funds spent in any single fiscal year on the Highway Garage facility at 195 Main Street to no more than $20,000, excluding the expenditures for removal of all underground tanks at the site, including those belonging to Park and Recreation.

FINANCE COMMITTEE COMMENTS: This Article would authorize, but not require, the Board of Selectmen to appoint a committee to "investigate and advise" the Town regarding alternatives to continuing to operate the current Town Highway Garage. See related Articles 11, 12, 14, 15, 16. Petitioners believe that the Town is wasting money by spending on a facility that is in an environmentally sensitive area (former landfill) and that it might be more economic to abandon and demolish the current facility and build a new one at a new site. The spending cap would apply to all spending on the facility (both capital and expense) except that necessary to remove the fuel tanks and any environmental remediation attendant thereto.

ARGUMENTS IN FAVOR: This would encourage the Town to do some long range planning for an important facility, with the potential for identifying a more economical way to provide a facility without the environmental concerns (the underground tanks and other issues) raised by the current facility. The spending cap limits the amount of investment in a facility that may have a limited life.

ARGUMENTS OPPOSED: The Board of Selectmen have an Article 11 that deals with a piece of this issue. The spending restriction of $20,000 per year may not be sufficient to satisfy environment and safety regulatory bodies such as the DEP and OSHA over and above any issues they have or may have regarding the underground tanks. Failure to maintain compliance with DEP and OSHA exposes the Town to fines, litigation, and potential shut-down of the facility. This Article does not indicate how any spending cap would be audited nor does it define what constitutes "...amount of funds spent...on the Highway Garage..." There appears to be sufficient overlap of the six Articles 11, 12, 133, 14, 15, 16 that there may be confusion if more than one is approved.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 14: REMOVAL OF UNDERGROUND FUEL TANKS

Proposed by: Board of Road Commissioners *Estimated Cost: $60,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners to remove four (4) fuel and one (1) waste oil underground tanks at the Highway Department Garage and to take any necessary site remediation actions relative thereto; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: The following Articles also relate to the fuel depot: Articles 11, 12, 13, 15, 16. The Board of Road Commissioners plans to close the fuel depot that currently exists at the Town Highway Garage because the environmental issues surrounding that location would be costly to remedy, if possible at all.

ARGUMENTS IN FAVOR: Environmental issues have surrounded this facility for several years. Closure of the facility and removal of the tanks appears to be the most effective course of action for the Town and the environment.

ARGUMENTS OPPOSED: The Town needs a conveniently located, always-available fuel supply for its vehicles. The Board of Road Commissioners should find a cost-effective way to remedy the current environmental problems. There appears to be sufficient overlap of the six Articles 11, 12, 13, 14, 15, 16 that there may be confusion if more than one is approved.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 15: FUEL DEPOT REMEDIATION

Proposed by: Petition *Estimated Cost: Not known*

To determine whether the Town shall transfer all remaining funds previously allocated for the depot's replacement/refurbishment to the new purpose of providing funding for the closure of the fuel depot, including but not limited to: removal of all underground tanks at the site (including those of Park and Rec), and thorough soil testing. Any excess funds remaining after the depot's closure, including the above procedures, shall reside in the general fund. The Town hereby directs the Road Commission to apply for a 50% matching grant from the state to cover the depot closure costs. Any State funds received from this grant shall be used to pay for any necessary site remediation and the remainder shall reside in the Town's general fund.

FINANCE COMMITTEE COMMENTS: This Article requires the transfer of funds previously appropriated for the replacement and/or repair of the current fuel depot tanks that is not yet spent to be applied to the removal of the tanks and any environmental remediation that may be necessary upon their removal. Any money left over after the above procedures would revert to the Town's General Fund. The Article directs the Board of Road Commissioners to apply for State grants to help cover the depot closure costs, and that any money left over from the closure effort be placed in the Town's General Fund. The total of funds remaining at 12/31/95 was about $146,000. The petitioners believe that these funds may be used for other purposes if the Board of Road Commissioners is not under legal obligation to use the remaining funds as stipulated in this Article. The following Articles also relate to the fuel depot: Articles 11, 12, 13, 14, 16.

ARGUMENTS IN FAVOR: The monies already appropriated can best be used to close the depot, at essentially no cost to Town. There is an estimated $90,000 remaining from the original appropriations of $115,000 and $50,000. By transferring the funds, the Town significantly lessens any new expenditures for the depot closure.

Assures that any funds unspent from prior appropriations relating to the fuel depot would be used to close the depot and not some other purpose. Requires the Board of Road Commissioners to apply for State funds to help defray the expense.

ARGUMENTS OPPOSED: No total cost for the fuel depot closure is identified, so the "remaining funds" plus any State grants combined may not be enough to perform the processes identified. Further, this Article requires by force of law that the Board of Road Commissioners apply for State funds even if the project does not qualify for such funding. That application process is time consuming and costly. The Board of Road Commissioners has stated that it will apply for such funding if it finds that the project qualifies. It is not legal to take the State grant moneys or any portion thereof that are specifically given for one purpose and move them to the Town's General Fund. There appears to be sufficient overlap of the six Articles 11, 12, 13, 14, 15, 16 that there may be confusion if more than one is approved.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B.

ARTICLE 16: CEASE FUEL DEPOT OPERATION

Proposed by: Petition

To determine whether the Town will vote to cease operating the fuel depot at the Highway Garage on or before June 30, 1996.

FINANCE COMMITTEE COMMENTS: This article would require the Board of Road Commissioners to close the fuel depot at the Town Highway Garage. (See related Articles 11, 12, 13, 14, 15. Unresolved environmental issues and a failed project to replace the fuel tanks have created a concern among petitioners that the Board of Road Commissioners and/or the Highway Department will fail to actually close the facility that will ultimately lead to environmental damage from the tanks developing leaks in the future. This Article does not provide for the removal of any tanks or for any remediation should that be necessary. See Articles 14 and 15.

ARGUMENTS IN FAVOR: The Selectmen have vowed to close the depot by this date; the Road Commission has recommended closure sooner.

ARGUMENTS OPPOSED: Both the Selectmen and the Board of Road Commissioners have committed to close the facility by June 30, 1996, provided a serviceable alternative can be found by then. The unconditional closure without a serviceable alternative would leave the Town with inadequate access to fuel for the fire, police, ambulance, and highway department vehicles, and school buses as well as other Town vehicles. The tanks are not damaging the environment (through leaking or otherwise) and an engineering survey last year indicated that the fuel tanks would probably last many more years. The only alternative supply identified to date is much greater than the current cost and would not be available during all required hours. There were no responsive bids to a request for proposal for fueling services that was issued last Fall.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 17: CLOSURE PLAN FOR INJECTION WELLS AND MODIFICATION TO FLOOR DRAINS

Proposed by: Board of Road Commissioners *Estimated Cost: $35,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners for the preparation of plans to close existing injection wells at the Highway Department Facility and to make necessary modifications to the existing floor drains in order to comply with requirements of the Massachusetts Department of Environmental Protection; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article seeks funding to complete the closure of non-compliant sumps and floor drains to bring the garage into compliance with DEP regulations. (If Article 13 is passed, this work cannot be completed and the Town will be in default of DEP requirements.)

ARGUMENTS IN FAVOR: The needed work must be performed to comply with DEP regulations. If the Article is not funded, the Town exposes itself to fines and litigation by the DEP and risks having the Highway Department Facility shut down, followed by legally enforced expenditure to ultimately bring the garage into compliance.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 18: TO IMPLEMENT A COMPUTERIZED PAVEMENT MANAGEMENT PROGRAM

Proposed by: Board of Road Commissioners *Estimated Cost: $55,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners to implement a computerized pavement management program to better track and forecast pavement performance and plan capital improvements to road repairs; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: With 110 miles of roads maintained by the Town, an automated inventory and analysis system is sought to manage the repair, refurbishment, and reconstruction in a more systematic way than the current manual approach would allow. The system will allow the Board of Road Commissioners to plan more timely and cost-effective road maintenance and replacement by identifying needed projects for repair before they become replacement candidates and for replacement before safety issues surface.

ARGUMENTS IN FAVOR: Better planning will avoid "surprises" and wide swings in year-to-year road maintenance and replacement costs. Methodical, systematic maintenance is important to assure quality for our vital Town highway and road infrastructure. This system will enable the limited available maintenance funds to be applied in the most efficient manner possible.

ARGUMENTS OPPOSED: Implementation of this program could provide leverage to dramatically increase road maintenance costs which currently run about $450,000 per year ($110,000 Town funds and about $340,000 State funds). The cost of this program would come out of road paving funds.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 5-1.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 19: MANAGEMENT OF THE TOWN-OWNED LAND KNOWN AS GREENWAYS FORMERLY KNOWN AS THE PAINE ESTATE

Proposed by: Board of Selectmen *Estimated Cost: $33,500*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Selectmen for utilities and maintenance, consulting services and legal services for land transfers, and by the Conservation Commission for the construction of a canoe landing ramp, dirt road into and parking lot on Parcel C and consulting services for an ecological inventory, all in connection with the management and disposition of the Town-owned land located off Route 27 and Old Connecticut Path West acquired from the Trustees of the Paine Estate under Article 10 of the 1994 Annual Town Meeting and Article 17 of the 1995 Annual Town Meeting; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: Considerable time, energy and funds have been invested in acquiring Greenways for Town use and the development of assisted living and low-cost housing. The Town is receiving $500,000 in state funding with the provision that a handicap-accessible canoe launch and landing facility be installed. To reduce vehicle traffic through Greenways, it is proposed that the Greenways canoe site be accessible via water only, and that a separate vehicle-accessible launch and landing site be established near the Route 20 bridge over the Sudbury River as proposed in related Article 20.

ARGUMENTS IN FAVOR: Without continued development, the Town will not see any return on its investment. The inclusion of the canoe landing (along with that proposed by Article 20) makes the Town eligible for state funding.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 20: DEVELOP A CANOE-LAUNCHING FACILITY NEAR THE ROUTE 20 BRIDGE

Proposed by: Conservation Commission *Estimated Cost: $3,000*

To determine whether the Town will vote to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by gift, purchase, eminent domain or otherwise, to be held in the care, custody, management and control of the Conservation Commission, the fee or any lesser interest in the parcel of land in Wayland, Massachusetts, located on the northerly side of Route 20 immediately east of the Sudbury River, as shown on a plan entitled, "Portion of Sheet 22 of the Wayland Town Atlas, Highlighted to Show Outer Limits of the Area to be Affected by the Canoe-Launching Facility Proposed Under Article 26 of the 1996 Annual Town Meeting," Scale 1" = 200 feet, dated March 18, 1996, by the Wayland Conservation Commission, which plan is on file in the office of the Town Clerk, for conservation and passive recreation purposes; to appropriate a sum of money to be expended by the Board of Selectmen or the Conservation Commission, as the case may be, for the acquisition of said parcel of land or interest therein and for the construction of a parking area, fence and signage in connection with the establishment of a canoe-launching area thereon; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise; and to authorize the Conservation Commission, on behalf of the Town, to apply and contract for and accept any State or Federal aid or aid from any other public or private sources for the acquisition, establishment and construction of said canoe-launching area.

FINANCE COMMITTEE COMMENTS: Considerable time, energy and funds have been invested in acquiring Greenways for Town use and the development of assisted living and low cost housing. The Town is receiving $500,000 in state funding with the provision that a canoe launch and landing facility accessible to persons with disabilities be installed. To reduce vehicle traffic through Greenways, it is proposed that the Greenways canoe site be accessible via water only as proposed in related Article 19, and that a separate vehicle-accessible launch and landing site be established near the Route 20 bridge over the Sudbury River.

ARGUMENTS IN FAVOR: As a condition for financial assistance in connection with the purchase of part of the Paine land for conservation purposes, the Massachusetts Division of Conservation Services stated that it will require the Town to establish a canoe-launching/landing facility accessible to persons with disabilities at the river frontage of Parcel D, with an access road to the facility and a parking lot at the facility. In the opinion of the Conservation Commission and others consulted, a parking lot at this location would seriously damage the ambience of the conservation area. On the other hand, a canoe-landing facility there would be a major asset for canoeists. The present intention is to provide a canoe-landing ramp that is accessible to persons with disabilities at the Paine site and a parking and canoe-launching/landing facility that is accessible to persons with disabilities at the Route 20 site.

This Article provides for development of the Route 20 facility. There is preliminary agreement from the two landowners involved: the Massachusetts Department of Highways and a private owner. A working group of five persons has been appointed by the Board of Selectmen to carry the project forward. At the time of closure of the warrant, the working group is making plans for a parking area of about 5000 square feet. The existing bank and river-bottom are suitable for handicapped access without substantial alteration.

The Route 20 site will provide much easier access for automobiles than the Paine site. At present the Route 20 site is heavily used by the boating public, but without permission or control. The proposed facility will open the area for legal use and will discourage environmentally harmful activities, such as parking on the river bank.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds for exercise of purchase and eminent domain powers and for an appropriation to compensate the owner - see Massachusetts General Laws Chapter 40, Section 14; also, two-thirds for Borrowing - see Massachusetts General Laws Chapter 44, Section 7; and Majority for other appropriations and transfer of funds - see Massachusetts General Laws Chapter 40, Section 5 and Chapter 44, Section 33B.

ARTICLE 21: SANDHILL LANDFILL GAS MITIGATION SYSTEM

Proposed by: Board of Road Commissioners *Estimated Cost: $475,000*

To determine whether the Town will vote to appropriate a sum of money for the design and installation of a gas mitigation system at the Sandhill Landfill in order to satisfy Massachusetts Department of Environmental Protection regulatory requirements for controlling landfill gas emissions; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, or by funds received as grants from the Commonwealth or Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: Gas (mostly methane) emissions from landfill areas are required by law to be controlled. The Board of Road Commissioners needs the requested funding to accomplish such control in order to continue the landfill operation. Most of the expense of operating the landfill is recovered through user fees, not the general tax rate. An additional $200,000 was previously appropriated by Town Meeting to fund this project, resulting in a total of $675,000 for the funding of the project

ARGUMENTS IN FAVOR: This work is required by law. Even if the landfill were to be closed, the Town would be liable for regulatory compliance and failure to comply could lead to litigation by those State regulatory agencies (primarily the DEP) and/or by the abutters.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 8.

ARTICLE 22: ACQUIRE LAND ON RIVER ROAD

Proposed by: Petition *Estimated Cost: Not known*

To determine whether the Town will vote to authorize the Board of Selectmen to acquire by purchase or eminent domain the rear parcel of land owned by Anthony DiCarlo on River Road in Wayland, Massachusetts. That parcel is comprised of approximately 7.5 acres including a 40' right of way, all as shown on the plan for the Southward subdivision dated October 12, 1980. The land shall remain in its natural state, to be used for passive or similar type recreation use, or as determined by the Board of Selectmen.

FINANCE COMMITTEE COMMENTS: This land is at the rear of the Town's landfill. It is the only potentially developable land surrounding the landfill. Article 21 seeks to mitigate landfill gas emissions on this property.

ARGUMENTS IN FAVOR: If acquired, this land will become a part of a buffer to the landfill rather than, if developed, a potential source (in the future) of pressure to close the landfill. There are no known other sites for a Town landfill and other alternatives to dispose of waste may be expensive. In addition, if acquired, the monies under Article 21 may be less.

ARGUMENTS OPPOSED: There is an active process being led by the Selectmen to determine the appropriate course of action. It is too soon to cause the Town to pick any specific alternative.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14.

ARTICLE 23: AUTHORIZE SELECTMEN TO PETITION THE STATE LEGISLATURE TO ESTABLISH THE WAYLAND WASTEWATER MANAGEMENT DISTRICT COMMISSION

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen, through Wayland's representatives to the State Legislature, to petition the Massachusetts State Legislature to adopt the proposed legislation or substantially similar legislation entitled "An Act Establishing the Wayland Wastewater Management District Commission", a draft of which is attached as an appendix hereto.

FINANCE COMMITTEE COMMENTS: Disposal of human waste and the provision of potable water have been functions of governments throughout history. In Wayland potable water is provided by the Water Department and the disposal of human waste is provided by homeowners operating septic systems on their property under rules of the Commonwealth and the Wayland Board of Health. Septic systems were originally designed for use in rural areas where the density of such systems is low. With the growth of Wayland and the increasing density of such systems the concern of wastewater polluting potable water has grown and the rules made more stringent. There are several areas of Town that have particularly difficult problems with wastewater disposal and the risk of polluting the ground water is growing. At this Annual Town Meeting citizens have the opportunity to provide another option for disposal of wastewater. This is a significant step for the Town to take.

Current technology provides solutions for wastewater disposal that do not require discharging wastewater directly into the ground. They are cheaper than providing a sewer system to the entire Town and can serve more than one household/business. The principal drawback to these systems is that they are not passive systems as the septic systems are. Apart from periodic pumping, septic systems do not require maintenance of any kind. Gravity draws the water to is ultimate repository, no electrical or mechanical mechanism is required to make the system function.

The proposed non-septic wastewater management systems typically require electric pumps to operate. These need a consistent supply of electricity, periodic maintenance and supervision. Without care and tending the systems will cease to operate and ultimately fail. Failure of such systems is much more serious that the failure of a single septic system because they typically dispose of wastewater for a number of dwellings.

Because of the need to install quality systems, provide constant power, maintenance and supervision, management districts are beginning to be created in Massachusetts and elsewhere. This Article and the following Articles seek to adopt legislation to create a wastewater management district, provide initial funding, create an enterprise fund and provide for commissioners for The Wayland Wastewater Management District Commission.

These Articles will create a new governmental entity in Wayland that will be responsible for establishing and operating a wastewater management system as needed and where appropriate.

Article 23 will authorize the Selectmen to petition the Legislature for legislation, which Wayland has written, that will establish a wastewater management district commission. The document should be read to learn the details of the legislation. In summary this document is an Act to be voted by the Legislature that makes it legally possible for Wayland to have a wastewater management district commission. It describes the district, its powers, membership, operation, etc. The details included in this Act require independent legal review.

Article 23 will authorize the Selectmen to petition the Legislature for special legislation that will empower them to appoint members to The Wayland Wastewater Management District Commission.

Article 24 seeks to create an enterprise fund for the creation and operation of the wastewater management district. This fund will permit the district to operate separately from the Town and be financially independent of the Town. It is part of the mechanism to ensure that the cost of owning and operating the District is born solely by the users.

Article 25asks for funds to be expended by the newly formed Wastewater District Commission for the purposes of getting the district started ($10,000 for administrative expenses) and $100,000 for engineering on projects to be initiated by the commission. It is to be expected that a request for major funding will be made at next year's Annual Town meeting. These sums to be used for the actual construction of wastewater management systems. This money will be borrowed and the debt repaid by the users of the system. The Town of Wayland will be the borrowing agent for the Commission so that the District can take advantage of the Town's good credit and get better interest rates.

ARGUMENTS IN FAVOR: Ground water protection is an increasingly important requirement for this community to address. The creation of The Wastewater Management District Commission may provide an economical solution for a number of households, businesses in Wayland that have significant need of remediation for their wastewater disposal systems and for the citizens of the Town who have septic systems that do not operate properly.

ARGUMENTS OPPOSED: The document that embodies the Act is new and at the time that the Warrant goes to press insufficient independent review has taken place. The document raised a number of issues that need further discussion and work before being voted by the Town. Questions exist concerning the duplication of many administrative activities that are currently performed by the Town. Questions also exist about the powers being granted to the District Commission, and about the finances and the Town's liability. Further independent legal review must be conducted to examine the question of what needs to be in the Act and what might be implemented with a Bylaw.

RECOMMENDATION: The Finance Committee will make a recommendation at Town Meeting. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts Constitution Amendment Article 2, Section 8 (1).

ARTICLE 24: ESTABLISH AN ENTERPRISE FUND FOR THE WASTEWATER MANAGEMENT COMMISSION

Proposed by: Board of Selectmen

To determine whether the Town will vote to accept the provisions of General Laws Chapter 44, Section 53F1/2 to establish an enterprise fund for the establishment and operation of sewer and wastewater treatment and disposal facilities.

FINANCE COMMITTEE COMMENTS: See comments for Article 23.

ARGUMENTS IN FAVOR: In order to assure that the costs of operating the District are born exclusively by the users this enterprise fund will permit the District to operate as a wholly separate business entity from the Town.

ARGUMENTS OPPOSED: The district should be more closely associated with the finances of the Town.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 44, Section 53F1/2.

ARTICLE 25: AUTHORIZE THE TOWN TO EXPEND A SUM OF MONEY BY THE WAYLAND WASTEWATER MANAGEMENT DISTRICT COMMISSION

Proposed by: Board of Selectmen *Estimated Cost: $110,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Wayland Wastewater Management District Commission for the operation and expenses of the Wastewater Management Department and for the construction, operation and maintenance of wastewater management systems; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, grants received from the Commonwealth of Massachusetts and/or the Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This is "Get Going" money for the Wastewater Management District Commission. $10,000 of this is for administrative expense and the remaining $100,000 is for engineering services required to initiate wastewater management work. Also see comments for Article 23.

ARGUMENTS IN FAVOR: Providing this money will assist both in the establishment of the administrative infrastructure of the District and in the hiring of engineering expertise to get the system underway without having to wait until the next Town meeting.

ARGUMENTS OPPOSED: No funds should be appropriated until such time as the Commission is formed, the members appointed and a work plan acceptable to the Selectmen has been created.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 26: WAYLAND PROPERTY TAX WORK-OFF

Proposed by: Council on Aging *Estimated Cost: $15,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Council on Aging for the purpose of providing property tax credits in exchange for services performed for the Town pursuant to agreements between the Council on Aging and qualifying taxpayers; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: A program to permit older residents (over 60) to reduce property taxes by up to $500 per year through work placement in Town departments. The average annual household income in Wayland is $97,000. The average annual household income in Wayland for those over 75 years old is $32,000. Most departments feel they can utilize seniors. Seniors will be covered by a blanket umbrella policy. They will be classified as independent contractors without workers' compensation issues.

ARGUMENTS IN FAVOR: This Article would provide limited assistance to those on fixed incomes.

ARGUMENTS OPPOSED: Citizens not covered by this program may request similar programs.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 27: CODIFICATION OF TOWN BY-LAWS

Proposed by: Board of Selectmen *Estimated Cost: $6,800*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Town Clerk to retain the services of a consultant to research, compile and codify the Town's By-Laws, rules and regulations; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article would provide a maximum of $6,800 to pay for outside services to "recodify" the General By-Laws, the Zoning By-Laws, the Board of Health Rules and Regulations, the Traffic Rules and Regulations, and possibly other lesser documents. This process includes consolidating similar topics, reordering them into a logical sequence, printing the updated master copy, and providing software to the Town Clerk for easier lookup, cross referencing, and incorporation of future amendments. It is intended that this activity would be coordinated with the major review and rewrite of the Zoning By-Laws, now in the planning stages.

ARGUMENTS IN FAVOR: The various by-laws, rules and regulations are currently maintained by respective operations with no central repository. The General By-Laws were last codified 24 years ago. They all need to be reviewed for logical consolidation and sequencing, and to identify conflicts.

ARGUMENTS OPPOSED: This expenditure should be postponed until after the Zoning By-Laws have been overhauled, possibly avoiding unnecessary costs associated with protracted delays and overlapping processes. Moreover, this process has, in the past, been accomplished with volunteer efforts; perhaps it could be done so again if the need were publicized.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: 5-1

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 28: IMPROVEMENTS TO TOWN BUILDINGS

Proposed by: Board of Selectmen *Estimated Cost: $60,000*

To determine whether the Town will vote to appropriate a sum of money to make various physical improvements to various public buildings, including but not limited to the installation of a new vault door, exterior painting and woodwork, upgrade to the heating, ventilation and air conditioning system at the Wayland Town Building and exterior painting of Fire Station 2; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article would make funds available for necessary maintenance and repairs to various Town buildings including: installation of a new vault door for the existing fireproof vault in the Town Building in order to protect Town records in accordance with applicable state law (estimated cost, $9,000); and upgrade and repair of HVAC System for the Wayland Town Building (estimated cost, $51,000).

ARGUMENTS IN FAVOR: Maintenance and repair of Town buildings and equipment is necessary and appropriate.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 29: ACCEPT AND ACQUIRE STREETS

Proposed by: Board of Road Commissioners

To determine whether the Town will vote to accept as Town ways the following streets or portions thereof laid out by the Board of Road Commissioners:

Crest Road (from Pond Drive to Dudley Road);

Farmcrest Lane;

Kelley Lane;

Mainstone Road;

Pond Drive (sixty feet easterly from the westerly end of Pond Drive); and

Williams Road; and

to authorize the Board of Road Commissioners or the Board of Selectmen, as the case may be, with the approval of Town Counsel as to form, to acquire by purchase, gift, eminent domain or otherwise for highway purposes the fee or any lesser interests, including easements for drainage, slope or otherwise, in, on, over, under and through the streets described above; to appropriate a sum of money to compensate the landowners owning and/or abutting said streets and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or the Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article provides for the taking of these private roads. Once taken, these roads become the property of the Town as public ways and are plowed and otherwise maintained by the Town.

ARGUMENTS IN FAVOR: These roads were originally constructed as part of development projects and are usually taken by the Town for ongoing maintenance and public access. Not taking them could pose safety and security risks regarding police and fire department access.

ARGUMENTS OPPOSED: Adds to road maintenance cost.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority for street acceptances - see Massachusetts General Laws Chapter 82, Section 23; two-thirds for appropriation and exercise of eminent domain and purchase powers - see Chapter 40, Section 14; two-thirds for Borrowing - see Chapter 44, Section 7.

ARTICLE 30: AMEND TOWN BY-LAWS RE: DUDLEY POND

Proposed by: Surface Water Quality Committee

To determine whether the Town will vote to amend Section 2 of Article 32 of its General By-Laws by:

1) striking therefrom the provision creating a moratorium on all resident and non-resident trailers and watercrafts of any type, except for emergency craft and craft authorized by Dudley Pond officers for use in weed eradication and monitoring, for a period of two years, effective immediately, on Dudley Pond for the sole purpose of treating epidemic levels of Eurasian milfoil and curly leaf pondweed; and

2) adding the following new paragraph thereto:

"2. After March 15 and before November 15 each year, no craft shall be launched into or removed from Dudley Pond by trailer. Nothing herein shall be construed to preclude the hand-carrying of any craft into and out of Dudley Pond."

FINANCE COMMITTEE COMMENTS: The purpose of the original two-year boat ban was two-fold: to prevent aggravated spreading of the Eurasian milfoil weed, and to protect the divers employed to remove the weed. This weeding, which was deemed to be unsuccessful, is now complete. The actual implementation by the state Department of Environmental Protection resulted in the ban being shortened to one year only.

ARGUMENTS IN FAVOR: The proposed article will limit the transfer of the milfoil weed into and out of the pond and will help in future eradication efforts.

ARGUMENTS OPPOSED: The proposed article will restrict the use of boats on the pond.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 31: LAND ACQUISITION TO PROTECT WATER SOURCE

Proposed by: Board of Water Commissioners *Estimated Cost: $25,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Water Commissioners for the acquisition of land within or partially within the four hundred foot protection zone around the Baldwin Pond well site and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article would authorize the purchase by the Town of land surrounding the Baldwin Wells adjacent to the Wayland Country Club in order to ensure that the Town will own and control land surrounding the Wells within the four hundred foot radius as required by applicable state law. The purchase is currently under negotiation with the Sudbury Valley Trustees, the recent new owner of the property. The purchase is subject to appraisal and documentation; $12,500 would be funded from the Water Department's land acquisition account and the $12,500 balance would be funded from the water surplus account.

ARGUMENTS IN FAVOR: The purchase is necessary in order for the Baldwin Wells to continue to operate. If the land is not purchased, the wells would not comply with applicable state law and would have to be closed down.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 32: WATER SYSTEM CAPITAL IMPROVEMENTS

Proposed by: Board of Water Commissioners *Estimated Cost: $726,750*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Water Commissioners for a) the replacement and upgrading of the meter reading system; b) water system improvements, including design and installation of improvements to pump controls at each pump station; and c) water main improvements; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by grants received from the Commonwealth or Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article is proposed as part of the Water Department's continuing effort, initiated with the Water Department Articles approved at each of the last two Annual Town Meetings, to continue to improve the water system in order to address applicable regulatory requirements relating to water quality as well as deficiencies in the system resulting from maintenance problems and distribution inefficiencies that can at times severely impair the ability of the Water Department to deliver adequate water pressure for home use and fire prevention.

The Water Department has developed a five-year capital program (see Water Department Capital Plan set forth at page 17-B of the Warrant) that is proposed to be funded (with the proceeds of separate bond offerings) and implemented over the five-year period as indicated in the Water Department Capital Plan (set forth at page 17-B of the Warrant). The five-year program is based, in significant part, on an independent Water System Distribution Study commissioned by the Water Department and completed in August of 1994.

It should be noted that federal water quality standards will probably require addition of pH-adjusting chemicals to Town water in order to reduce corrosion and related copper content in the water. Corrosion control procedures are expected to be implemented in subsequent years.

In addition to the maintenance and distribution items referenced in the independent engineering reports, the Water Department has determined that it would be advisable to upgrade and replace the water meters attached to the water mains inside of each building in Town. The cost of implementing the meter upgrade and replacement is expected to be ultimately recovered by the Water Department through more accurate and faster meter readings.

For the upcoming fiscal year, the Water Department is proposing to spend approximately $200,000 on the second phase of its water meter upgrade program and a balance of approximately $526,750 on the second phase of maintenance and improvements to the Water Distribution System, as more particularly set forth in the FY1997 column of the Water Department Capital Plan (set forth at page 17-B of the Warrant). The proposed expenditures for the next three years referenced in the Capital Plan will be considered at future Town Meetings.

ARGUMENTS IN FAVOR: The maintenance of the water system has been deferred in the past. In a dry summer, parts of the Town suffer from inadequate water distribution. As part of its continuing effort to modernize and safely maintain the water system, the Board of Water Commissioners has determined it to be necessary and appropriate to fund and implement the second phase of the capital improvements to the water system specified in the FY97 column in the Water Department Capital Plan (set forth at page 17-B of the Warrant). These capital improvements can be implemented without impairing the Water Surplus Fund and also without further increase to the Town's water rates which compare favorably to rates imposed by other towns).

ARGUMENTS OPPOSED: The Town has experienced and successfully survived water distribution problems in the past. The water rates in Town are higher than reasonably necessary to fund basic maintenance and the proposed improvements are not truly required.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 33: IMPROVEMENTS TO RECREATIONAL FACILITIES AND GROUNDS

Proposed by: Park and Recreation Commission *Estimated Cost: $1,500,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Park and Recreation Commission for study, design, construction, construction management and grantsmanship of a town-wide program of outdoor facility improvements and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This article seeks funds to improve various Recreation Facilities and Grounds. Due to a decade of level funding and a growth in youth sports, various improvements and additions to Town-owned recreation facilities and grounds are needed. The Park and Recreation Department had a consultant complete a site by site analysis in FY96. The analysis listed numerous safety and growth concerns. Improvements include but are not limited to:

High School

Drainage at the football/soccer field
Turf on the soccer/lacrosse field
Two new softball/Little League fields

Middle School

Back athletic area to be upgraded

Happy Hollow School

Back open play area to be improved

Loker School

Back turf area to be improved
Little League backstops upgraded
Drainage problems corrected
Parking improved
Stairs and ramps to be installed

Claypit School

Two new Little League/softball fields
Playground apparatus improved
Soccer fields upgraded
Riverview field backstop will be replaced

Town Beach

Parking lot repaved
Beach house roof reshingled

Cochituate Field

Backstops improved
Safety fences for player benches to be installed
Installation of irrigation system
Construction of restroom facility
Installation of playground facilities
Repavement of basketball courts

ARGUMENTS IN FAVOR: This article will allow the Park and Recreation Department to make needed safety repairs to various facilities and to add athletic fields to meet increased utilization of town athletic fields. The minimal maintenance of various town facilities, due to level funding, has caused serious safety issues to arise. For example, the playing fields at Happy Hollow and the Middle School have no topsoil. The fields are gravel and numerous manhole covers are exposed. The Park and Recreation Commission believes it will take a concentrated effort to improve the safety conditions of town recreation facilities. If an accident were to occur, unsafe conditions at these facilities expose the town to legal liabilities. Immediate funding would allow Wayland families to enjoy safe recreation grounds and facilities.

ARGUMENTS OPPOSED: The Town has limited financial resources. These projects could be phased in over several years.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 4-0-1.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 34: ACQUIRE YMCA LAND FOR CONSERVATION AND OUTDOOR RECREATION

Proposed by: Conservation Commission *Estimated Cost: $10,000*

To determine whether the Town will vote to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by purchase, eminent domain, gift, or otherwise, for conservation purposes, including passive outdoor recreation, the fee or any lesser interest in all or any portion of a parcel of land in Wayland, Massachusetts containing 0.87 acres, more or less, being a portion of Parcel 29-43 on Plate 29 of the Town Atlas, and described more precisely in a document on file with the Town Clerk; to determine whether the Town will vote to appropriate a sum of money for the acquisition of said land or interest therein; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise; and to authorize the Conservation Commission, on behalf of the Town, to apply or contract for and accept any State or Federal aid or aid from any other public or private sources for the purposes of this Article.

FINANCE COMMITTEE COMMENTS: The Conservation Commission considers the property a vital link to the major trails in the Pine Brook Conservation area. This wooded land provides a link from current conservation land to the Weston Aqueduct. The Conservation Commission believes the Weston Aqueduct will eventually become a recreational trail.

ARGUMENTS IN FAVOR: See the attached map. Parcel C and the trail easement on Parcel H constitute the land and interest in land to be acquired under this Article. Parcels H, C and Y together constitute a 9.5-acre parcel of land, owned by the YMCA, which has been on the land-conservation plan for many years. This land is attractively wooded and rises fairly steeply from the Conservation Area to the Weston Aqueduct. It contains a trail which is now open to the public by permission of the YMCA, and it contributes to the natural ambience and other values of the Conservation Area. Moreover, the Weston-Aqueduct land is very likely to be devoted to passive recreational use in a few years when use of the aqueduct for water supply is discontinued. When that happens, the YMCA land will provide a link between the trails in the conservation area and the major regional trail on the aqueduct land.

In 1994, a developer working with the YMCA submitted an informal three-lot subdivision plan for the westerly portion of the 9.5-acre parcel, and this was regarded unfavorably by the Planning Board. The Conservation Commission then asked the Sudbury Valley Trustees to negotiate a development plan which would contain just one new house lot, with most of the parcel to be purchased by the Town for conservation purposes. (It was judged that the Planning Board probably would not reject a one-lot subdivision.) The YMCA was unwilling to part with the entire 9.5-acre parcel, but did agree to sell parcels H and C for $250,000. Although the entire 9.5-acre parcel is on the land-conservation plan, and conserving all of the land now available would be desirable, the Conservation Commission has decided that the price is out of reach at this time, and is proposing that the Town purchase only parcel C and the trail easement, for about $10,000. Most or all of the remaining $240,000 will be raised by sale of parcel H to a builder.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds for exercise of purchase and eminent domain powers and for an appropriation to compensate the owner - see Massachusetts General Laws Chapter 40, Section 14; also, two-thirds for Borrowing - see Massachusetts General Laws Chapter 44, Section 7; and Majority for other appropriations and transfers of funds - see Massachusetts General Laws Chapter 40, Section 5 and Chapter 44, Section 33B.

PINE BROOK CONSERVATION AREA
AND ENVIRONS
CONSERVATION AREA
FOOTPATH
STREAM
ROUTE 20
PINE BROOK ROAD
RICE ROAD
PATH
CONNECTICUT
OLD
WESTON
AQUEDUCT
PINE BROOK
OTHER
YMCA
LAND
HAYWARD BROOK
TRAIL EASEMENT
MORGAN'S BROOK
FORTY ACRES DRIVE
BROOK
PINE
BENNETT ROAD
ROUTE 20
ROUTES 27 AND 126
N
600 FEET
MARCH 18, 1996

ARTICLE 35: REVOLVING FUND FOR COUNCIL ON AGING

Proposed by: Council on Aging *Estimated Cost: $10,000*

To determine whether the Town will vote to authorize the continuance of a revolving fund pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws for the Council on Aging; and to determine: (1) the programs and purposes for which such revolving fund may be expended; (2) the departmental receipts which may be credited to such revolving fund; (3) the board or officer(s) authorized to expend monies from such fund; and (4) the total amount that may be expended from such fund in Fiscal Year 1997.

FINANCE COMMITTEE COMMENTS: In 1994, the Town established a revolving fund for the Council on Aging. This Article authorizes continued use through FY97 of the fund which is funded by user fees and permits the Council to offer services at no budgetary cost to the Town.

ARGUMENTS IN FAVOR: This Article will permit an additional year of financial management of fees obtained by the Council on Aging.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 44, Section 53E1/2.

ARTICLE 36: LIMIT NUMBER OF PATRONS SEATED AT A BAR

Proposed by: Petition

To determine whether the Town will add to its liquor regulations a regulation limiting the number of patrons that can be served directly from a bar to the number of seats adjacent to the bar installed as of December 1, 1995; and requiring all other liquor service be limited to those seated at a table and served by wait staff.

FINANCE COMMITTEE COMMENTS: The intention of this proposed regulation is to improve the server-customer relationship to the point that a server is more likely to know who is drinking and how much they are drinking. Despite the admirable intention of this proposal, the Massachusetts General Laws (chapter 138, section 12, paragraph 7) specifically excludes such regulation by stating that seating capacity is established exclusively by the building inspector following the state building code.

ARGUMENTS IN FAVOR: This limits the expansion of bars in Wayland and enables better supervision by the liquor establishments.

ARGUMENTS OPPOSED: Present regulations on liquor-serving establishments are adequate. Moreover, this regulation would not be legal.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 37: REQUIRE LIQUOR LICENSEES TO HOLD TIPS CERTIFICATE

Proposed by: Petition

To determine whether the Town will vote to establish a policy requiring all establishments holding liquor licenses in the town of Wayland to require their employees to hold a valid certificate from TIPS or equivalent organization within a month of employment. The establishments shall file with the Executive Secretary the names of all employees.

FINANCE COMMITTEE COMMENTS: The type of training that would be required by this proposal would alert servers to the dangers, both physical and legal, of improper use of alcohol and to recognize when a patron has consumed too much. The majority of liquor-serving establishments in Wayland already provide such training, and some establishments support a requirement such as this.

ARGUMENTS IN FAVOR: TIPS training ensures that employees are knowledgeable about the liabilities involved in liquor service. This training is required by many towns.

ARGUMENTS OPPOSED: The intention of this proposal will be equally accomplished by a recent change to the liquor licensing procedure.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 38: PROVIDE FINANCIAL SUPPORT FOR WAYLAND TOWN POOL

Proposed by: Petition *Estimated Cost: $10,500*

To determine whether the Town will vote to petition the Board of Selectmen to provide annual financial support for the operation and renovation of the Wayland Pool in an amount to be determined by the Selectmen and the Wayland Pool Board of Trustees.

FINANCE COMMITTEE COMMENTS: The Wayland Town Pool is run by a nonprofit organization, Wayland Junior Town House, Inc. (the Facility). The Facility is run by a Board of Trustees and is owned by the taxpayers and workers of Wayland. Currently, the Facility is utilized by the High School, the Pegasus program, the Children's Way, and numerous other fee based programs.

After discussions with both the petitioners and the Park and Recreation Commission (Park and Rec.), the Finance Committee feels any funding should be supervised by the Park and Rec. The Wayland Town Pool's budget should be monitored by the Park and Rec., and if an operating deficit exists, Park and Rec. has the authority to fund the Wayland Town Pool with monies not to exceed $7,500. This funding is subject to review on an annual basis. In consideration of the pending support, the Facility will be made available to Town residents without charge for a specified period each week.

In addition, after discussions with both the petitioners and Park and Rec., the Finance Committee feels it would be prudent to have a professional evaluation of the pool and building completed. The evaluation would include the existing swimming pool and building, identify deficiencies, and provide recommendations and estimates of probable construction costs for deficiencies noted. This due diligence is a necessary step before any long-term funding and/or acquisition plans can be analyzed. The cost of the evaluation will not exceed $3,000.

ARGUMENTS IN FAVOR: To maintain a Town asset (the swimming pool) in a manner consistent with other Town recreational facilities.

ARGUMENTS OPPOSED: Operating efficiencies of a private enterprise may be deterred if the Town funds the pool's operating deficit on an annual basis.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 39: FUND PUBLIC HEALTH NUISANCE ABATEMENT BETTERMENTS

Proposed by: Board of Health

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Health pursuant to Chapter 111, Section 127B1/2 of the Massachusetts General Laws for the purpose of removing or replacing failing septic systems, removing residential underground storage tanks or removing dangerous levels of lead paint from properties which are determined to violate health standards; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: The proposed betterment process would have the Board of Health oversee the repair process, from initial inspection through bidding, funding, implementation, and on to final inspection. The property owner would then be obligated to repay the initial amount as an addition to future real estate taxes. Eligibility would be limited to residents both with low incomes and significant health hazards. The purpose of this Article is to establish funding supplied by the Town.

ARGUMENTS IN FAVOR: It is to the benefit of the Town to assist some residents in repairing failing systems.

ARGUMENTS OPPOSED: Individual property owners should be responsible for repairs to their own systems. In addition, the betterment process forces the Board of Health to act as a "general contractor" in overseeing the necessary repairs; such activities are beyond the scope of the current Board of Health. Access to state money in a loan format (as opposed to a betterment) which would not require substantial Board of Health intervention except for inspection will still be possible without passage of this Article.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 40: WAYLAND/SUDBURY SEPTAGE AGREEMENT

Proposed by: Operational Review Committee and Petition

To determine whether the Town will vote to accept Chapter 40(N) of the General Laws, or to petition the General Court for special legislation, or pursuant to C.40, Sections 4 and 4A, to revise the present agreement between the Towns of Sudbury and Wayland, Massachusetts, which provides for certain joint or cooperative activities with respect to siting, designing, constructing, originally equipping, operating, and providing access to a septic-tank pumping disposal facility on land owned by the Towns of Sudbury and Wayland, north of the Boston Post Road and west of the Sudbury River; to determine what Town officer, board, commission, committee, or combination of them shall be authorized to execute such agreement; or act on anything relative thereto.

FINANCE COMMITTEE COMMENTS: No specific proposals were available to be reviewed. It is understood that this Article will be passed over at Annual Town Meeting

ARGUMENTS IN FAVOR: None are known at this time.

ARGUMENTS OPPOSED: Any proposed changes to the Wayland/Sudbury septage agreement should have a full review before being brought to the Annual Town Meeting.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40N, Section 27, and Chapter 40, Section 4A.

ARTICLE 41: RELEASE A MAINSTONE CONSERVATION RESTRICTION

Proposed by: Conservation Commission

To determine whether the Town will vote to:

(a) instruct the Conservation Commission, with the approval of Town Counsel as to form, to transfer the care, custody and control of a conservation restriction on the Mainstone Planned Development site as described in a deed recorded with the South Middlesex Registry of Deeds in Book 15681, Page 60, to the Board of Selectmen for the purpose of releasing said conservation restriction in consideration for the grant of a substantially similar conservation restriction;

(b) authorize the Board of Selectmen, with the approval of Town Counsel as to form, and with the approval of all appropriate state agencies in accordance with Massachusetts General Laws Chapter 184, Section 32, to release all or part of the above-described conservation restriction in consideration for the grant of a substantially similar conservation restriction; and

(c) authorize the Conservation Commission, through the Town's representatives in the General Court of the Commonwealth of Massachusetts, to petition the General Court of the Commonwealth of Massachusetts to enact a special act pursuant to Article XCVII of the Articles of Amendment to the Massachusetts Constitution to authorize the change in use of all or part of the land covered by the above-described conservation restriction. The parcels to be released from the conservation restriction and the parcel to be added to the conservation restriction are described by metes and bounds in a document on file with the Town Clerk.

FINANCE COMMITTEE COMMENTS: The owners of Mainstone Planned Development want to change the final phase of the development to construct fewer and larger units. The owner is planning to rearrange the building envelope as described above. This Article proposes a modification to an existing conservation restriction without cost to the Town.

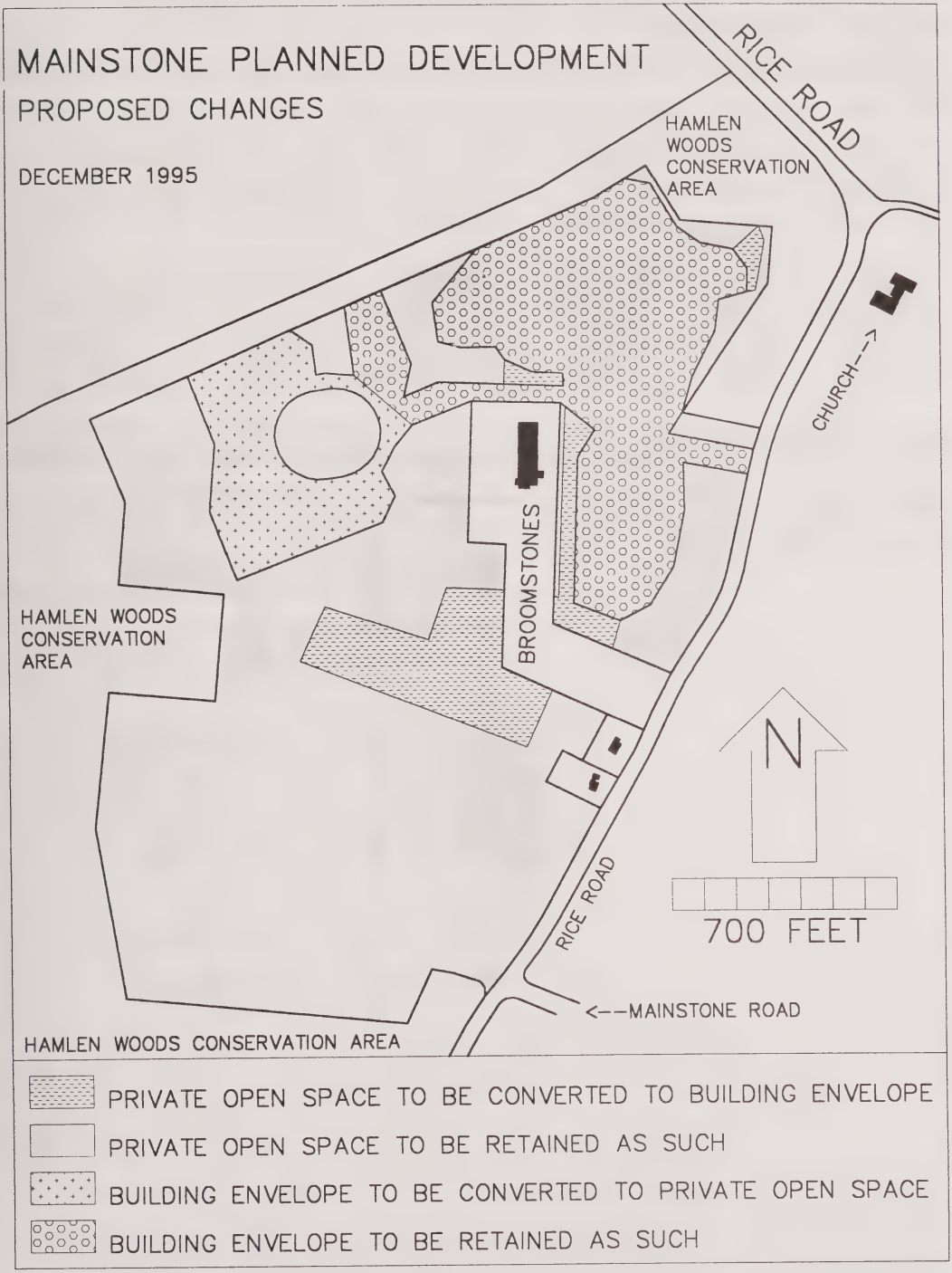
ARGUMENTS IN FAVOR: The final phase of the Mainstone Planned Development remains to be completed. It lies west and south of Rice Road, as shown on the attached map. The Special Permit issued in the early 1980's would allow construction of 112 units with 224 bedrooms in this area. It is possible, however, that the owner will elect to build fewer and larger units. The owner is also planning to rearrange the layout of the Building Envelope by converting some Building-Envelope areas to Private Open Space and vice versa. (Private Open Space is that portion of the Planned Development Site which is covered by the conservation restriction.) This Article proposes that the Town Meeting authorize such a swap. Details are shown on the map printed in the warrant, and a formal description is on file with the Town Clerk.

The Conservation Commission has reviewed the land involved in the proposed swap, and is satisfied that the land to be newly protected is at least equal in conservation value to the land which will be removed from the protection of the conservation restriction, and that the development will have less impact on natural resources if the swap is effected. The Commission has formally voted to this effect.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: (a) Two-thirds - see Massachusetts General Laws Chapter 40, Section 15A; (b) Majority - see Massachusetts General Laws Chapter 40, Section 3; (c) Majority - see Massachusetts Constitution Amendment Article 2, Section 8 (1).


MAINSTONE PLANNED DEVELOPMENT
PROPOSED CHANGES
DECEMBER 1995
RICE ROAD
HAMLEN WOODS CONSERVATION AREA
CHURCH--->
BROOMSTONES
HAMLEN WOODS CONSERVATION AREA
N
700 FEET
RICE ROAD
<--MAINSTONE ROAD
HAMLEN WOODS CONSERVATION AREA
PRIVATE OPEN SPACE TO BE CONVERTED TO BUILDING ENVELOPE
PRIVATE OPEN SPACE TO BE RETAINED AS SUCH
BUILDING ENVELOPE TO BE CONVERTED TO PRIVATE OPEN SPACE
BUILDING ENVELOPE TO BE RETAINED AS SUCH

ARTICLE 42: RESCIND UNISSUED BORROWING AUTHORIZATIONS

Proposed by: Finance Committee

To determine whether the Town will vote to rescind the following portions of the following authorizations to borrow:

Date of Authoriz.	Town Meeting Art. No.	Original Amount Authorized	Purpose	Amount Issued	Amount of Borrowing Authorization To Be Rescinded
11/04/74	Art. 12	$700,000.	Sept. Facility	$515,000.	$185,000.
05/02/90	Art. 12	123,000.	Bar Screen	-0-	123,000.
04/30/92	Art. 5	958,300.	Equipment	955,000.	3,300.
04/29/93	Art. 5	344,533.	Equip. Bonds	344,000.	533.
04/29/93	Art. 5	12,000.	Surveyor Equip.	10,000.	2,000.

FINANCE COMMITTEE COMMENTS: This Article rescinds borrowing authorizations that are no longer necessary because the relevant projects have been completed or have been funded from another source.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 43: SCHOOL COMMITTEE - ROAD COMMISSIONERS LAND EXCHANGE

Proposed by: Board of Road Commissioners

To determine whether the Town will vote:

(a) to instruct the School Committee, with the approval of Town Counsel as to form, to transfer to the Board of Road Commissioners the care, custody, management and control of a parcel of land shown as Parcel "A" on a plan entitled "Plan of Land in Wayland, Mass. Showing the Transfer of Town Properties at the Claypit Hill School Site on Adams Lane" Date: March 13, 1996, by the Wayland Engineering Department and recorded in the office of the Wayland Town Clerk, containing 16,730 square feet, more or less; and

(b) instruct the Board of Road Commissioners, with the approval of Town Counsel as to form, to transfer to the School Committee the care, custody, management and control of a parcel of land shown as Parcel "B" on a plan entitled "Plan of Land in Wayland, Mass. Showing the Transfer of Town Properties at the Claypit Hill School Site on Adams Lane" Date: March 13, 1996, by the Wayland Engineering Department, and recorded in the office of the Wayland Town Clerk, containing 17,321 square feet, more or less.

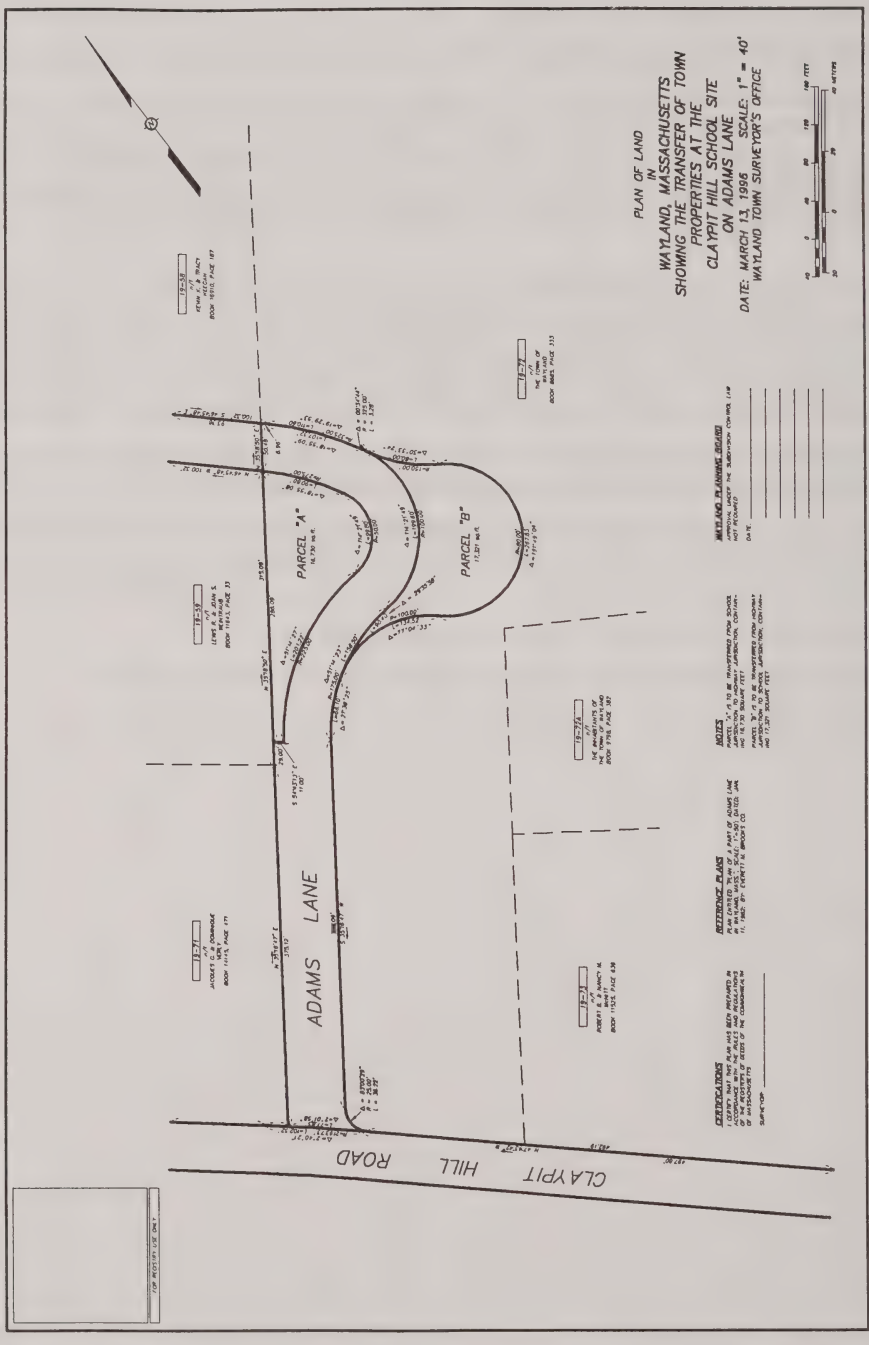
FINANCE COMMITTEE COMMENTS: This is a minor land swap between the School Department and the Highway Department on Adams Lane and in the Claypit Hill School access road.

ARGUMENTS IN FAVOR: This swap allows more clarity of responsibility between the School Department and the Highway Department by giving the School Department all the land around the access road and the Highway Department a piece of land that is not contiguous with the school, but on a street.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 15A.


PLAN OF LAND
IN
WAYLAND, MASSACHUSETTS
SHOWING THE TRANSFER OF TOWN
PROPERTIES AT THE
CLAYPIT HILL SCHOOL SITE
ON ADAMS LANE
SCALE: 1" = 40'
DATE: MARCH 13, 1996
WAYLAND TOWN SURVEYOR'S OFFICE
PARCEL "A"
PARCEL "B"
ADAMS LANE
CLAYPIT HILL ROAD
NOTES
REFERENCE PLANS
DEDICATIONS
WAYLAND PLANNING BOARD
FOR REGISTRY USE ONLY

ARTICLE 44: ACCEPT GIFTS OF LAND

Proposed by: Board of Selectmen

To determine whether the Town will vote to accept real property or interests in real property which have been tendered to it as a gift, bequest, devise or otherwise.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 45: SELL OR TRADE VEHICLES AND EQUIPMENT

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen to sell or otherwise dispose of certain surplus vehicles, equipment, or other personal property in connection with the purchase of new vehicles, equipment or otherwise.

FINANCE COMMITTEE COMMENTS:

Fire Department	(1) American La France Pumper	1963
	(1) Maxim Pumper	1973
Highway Department	(1) One-ton Chevy K30 dump truck	1986
Park & Recreation Dept.	(1) One-ton dump truck	1988
	(1) One-ton dump truck four wheel drive	1989
	(2) 52" Mowers	
Police Department	(2) Ford Crown Victorias	1994
School Department	(1) Ford Taurus Sedan	1988
	(1) GMC School Bus	1986

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 46: AUTHORIZE TREASURER TO BORROW

Proposed by: Board of Selectmen *Estimated Cost: $10,000*

To determine whether the Town will vote to authorize the Treasurer, with the approval of the Selectmen, to borrow monies from time to time in anticipation of the revenue of the fiscal year beginning July 1, 1996 in accordance with the provisions of Massachusetts General Laws Chapter 44, Section 4, and Chapter 849 of the Acts of 1969, both as amended, and to issue a note or notes therefor, payable within one year, and to renew any note or notes that may be given for a period of less than one year in accord with the provisions of Massachusetts General Laws Chapter 44, Section 17, as amended.

FINANCE COMMITTEE COMMENTS: This Article provides for short-term borrowing in case of need, pending collection of real estate taxes.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws, Chapter 44, Section 4.

COMMONWEALTH OF MASSACHUSETTS

WARRANT

for the

SPECIAL TOWN MEETING OF 1996

Town of Wayland in the County of Middlesex

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of General Laws Chapter 51, Section 1, to meet in the Wayland High School Field House on

MONDAY, APRIL 29, 1996 AT 8:00 P.M.

or as soon thereafter as the Article then under discussion in the Annual Meeting is disposed of, then and there to act on the following Articles:

STM ARTICLE 1 : AMEND SECTION XII OF THE TOWN'S ZONING BY-LAWS RE: RESIDENTIAL FREESTANDING LIGHTING

Proposed by: Planning Board

To determine whether the Town will vote to amend Section XII, Signs and Exterior Lighting, of its Zoning By-Laws by adding at the end of the second sentence in the first paragraph "except freestanding lamp posts at a residence in a residential district which shall have a minimum front yard setback requirement of fifteen (15) feet to be measured from the property line", so that the second sentence of the first paragraph of Section XII of the Town's Zoning By-Laws will read "Yard requirements as otherwise specified in this by-law shall apply to signs and exterior lighting fixtures and structures except freestanding lamp posts at a residence in a residential district which shall have a minimum front yard setback requirement of fifteen (15) feet to be measured from the property line."

FINANCE COMMITTEE COMMENTS: A recent change to the Zoning By-Laws for commercial property inadvertently applied to residential property as well. The Zoning By-Laws as written are currently inconsistent on the matter of the residential setback.

ARGUMENTS IN FAVOR: A 30-foot setback requirement is impractical for most residential properties. Approval of this Article would remove the inconsistency from the Zoning By-Laws.

ARGUMENTS OPPOSED: The proposed rewording is too lenient and might remove residential lighting from all restrictions. Easing the setback requirement would allow lighting with excess glare in some cases.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

STM ARTICLE 2: PETITION GENERAL COURT FOR SPECIAL ACT DECREASING TERMS OF ZBA MEMBERS

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation decreasing the terms of office of the members of the Zoning Board of Appeals from five years to three years, notwithstanding any general law to the contrary.

FINANCE COMMITTEE COMMENTS: Massachusetts state law requires that zoning board terms be equal in years to the number of full members. Two years ago, the Wayland Zoning Board of Appeals (ZBA) increased its membership from three to five members, thereby increasing the term length to five years. Several current members were appointed with the understanding that their terms would be three years.

ARGUMENTS IN FAVOR: Five-year terms are excessive and will reduce the pool of potential members. Passage of this article would allow the ZBA to continue operations with their current understanding.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts Constitution Amendment Article 2, Section 8 (1).

STM ARTICLE 3 : AMEND ZONING BY-LAWS RE: TOWERS AND ANTENNAS

Proposed by: Board of Selectmen

To determine whether the Town will vote to amend the Zoning By-Laws of the Town of Wayland as follows:

1) Add the following new definition to Section II:

A "wireless communications tower" shall mean a structure (with antennas, if any) designed to facilitate the following types of services: cellular telephone service, personal communications service, and extended specialized mobile radio service.

2) Add the following provision to the end of both Sections VIII.a(2) and VIII.b(1):

...provided, however, that no wireless communications tower or antenna shall be erected except in compliance with Section VIII.c or X.F.

3) Add the following new Section VIII.c:

(c) Towers and Antennas. Notwithstanding any language to the contrary in Sections VI or VIIA, a wireless communications tower (including antennas, if any) may be erected in a Business District A, Business District B, Light Manufacturing District and Limited Commercial District upon the issuance of a special permit by the Board of Appeals pursuant to Section V(r). As part of any application for said special permit, applicants shall submit, at a minimum, the information required for site plan approval, as set forth herein at Section XA.E, as may be amended. Applicants shall also describe the capacity of the tower, including the number and types of antennas that it can accommodate and the basis for the calculation of capacity.

Applicants shall comply with all of the following conditions:

1. Towers shall be designed to structurally accommodate the maximum number of foreseeable users (within a ten year period) technically practicable. No new tower shall be erected if there is technically suitable space available on an existing tower within the geographic area that the proposed tower is to serve. In no event shall any such tower be located closer to any other such tower than two (2) miles.

2. Tower height shall not exceed 35 feet.

3. A tower shall not be erected nearer to any property line than a distance equal to the vertical height of the tower (inclusive of any appurtenant device), measured at the mean finished grade of the tower base.

4. To the extent feasible, all network interconnections from the communications site shall be via land lines.

5. Existing on-site vegetation shall be preserved to the maximum extent practicable.

6. The tower shall minimize, to the extent feasible, adverse visual effects on the environment. The Board of Appeals may impose reasonable conditions to ensure this result, including painting and lighting standards.

7. Traffic associated with the tower and accessory facilities shall not adversely affect abutting ways.

8. All unused towers or parts thereof which have not been used for two years shall be dismantled and removed at the owner's expense.

The following types of wireless communications towers are exempt from this Section VIII.c:

a. Amateur radio towers used in accordance with the terms of any amateur radio service license issued by the Federal Communications Commission, provided that (1) the tower is not used or licensed for any commercial purpose, (2) the tower must have a cost or replacement value of less than $10,000; and (3) the tower must be removed if the use is discontinued for six months; and

b. Towers used for the purposes set forth in M.G.L. c. 40A, § 3.

4) Add the following new Section X F.

SECTION X F WIRELESS COMMUNICATIONS SERVICES DISTRICT

1. PURPOSE. The purpose of this section is to establish a district in which wireless communications services may be provided with minimal harm to the public health, safety and general welfare. Specifically, the Wireless Communications Services District has been created to (a) protect the general public from hazards associated with wireless communications towers, and (b) minimize visual impacts from wireless communications towers on residential districts within Wayland. For the purposes of this section, "wireless communications services" shall mean the provision of the following types of services: cellular telephone service, personal communications and extended specialized mobile radio service. Such essential services, it is anticipated, will be provided via wireless communications towers, including antennas, if any.

2. LOCATION. The Wireless Communications Services District shall be located on all land owned by the Town of Wayland which is held in the care, custody, management and control of the Board of Selectmen, the Board of Road Commissioners or the Water Commissioners.

The Wireless Communications Services District shall be construed as an overlay district with regard to said locations. All requirements of the underlying zoning district shall remain in full force and effect, except as may be specifically superseded herein.

3. SUBMITTAL REQUIREMENTS: As part of any application for a permit, applicants shall submit, at a minimum, the information required for site plan approval, as set forth herein at Section XA.E, as may be amended. Applicants shall also describe the capacity of the tower, including the number and types of antennas that it can accommodate and the basis for the calculation of capacity.

4. USE RESTRICTIONS. A wireless communications tower (including antennas, if any) may be erected in a Wireless Communications Services District subject to all of the following conditions:

a. To the extent feasible, all service providers shall co-locate on a single tower. Towers shall be designed to structurally accommodate the maximum number of foreseeable users (within a ten year period) technically practicable.

b. Tower height shall not exceed 55 feet.

c. A tower shall not be erected nearer to any property line than a distance equal to the vertical height of the tower (inclusive of any appurtenant device), measured at the mean finished grade of the tower base.

d. New towers shall be considered only upon a finding by the Board of Appeals that existing or approved towers cannot accommodate the wireless communications equipment planned for the proposed tower.

e. To the extent feasible, all network interconnections from the communications site shall be via land lines.

f. Existing on-site vegetation shall be preserved to the maximum extent practicable.

g. The tower shall minimize, to the extent feasible, adverse visual effects on the environment. The Board of Appeals may impose reasonable conditions to ensure this result, including painting and lighting standards.

h. Traffic associated with the tower and accessory facilities shall not adversely affect abutting ways.

i. Applicant shall provide evidence of contractual authorization from the Town of Wayland to conduct wireless communications services on municipally-owned property.

FINANCE COMMITTEE COMMENTS: The Wayland Zoning Board of Appeals (ZBA) has recently denied a variance to allow placement of a communications tower. This denial has resulted in a lawsuit against the Town.

ARGUMENTS IN FAVOR: Communication towers are not adequately treated in the current Zoning By-Laws, which could result in constructions that are detrimental to the Town. Passage of this Article will establish better ground rules and remove controversy from future cases.

ARGUMENTS OPPOSED: After-the-fact actions may be detrimental to the Town with respect to the pending lawsuit.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

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You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the Public Library in Wayland Center, at the Cochituate Post Office, and at the Happy Hollow School, and by mailing or delivering a copy thereof addressed to each residence in the Town seven days, at least, before the time appointed for the Annual Meeting and fourteen days, at least, before the time appointed for the Special Meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before April 12, 1996.

Given under our hands and seals this 8th day of April, 1996.

Mary M. Antes, Vice Chairman
Dennis J. Berry
Marcia P. Crowley
George H. Harris
Susan W. Pope, Chairman

Selectmen of the
Town of Wayland

Alfred H. Bellows, Chairman
Jeffrey Dieffenbach
Harry A. Hanson III
Albert Patterson
Walter F. Pope
Lisa C. Schimmel
William R. Thompson

Finance Committee

APPENDIX A

DRAFT

THE COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Nine Hundred and Ninety-six

AN ACT ESTABLISHING
THE WAYLAND WASTEWATER MANAGEMENT DISTRICT COMMISSION

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section

1. Purpose.
2. Short title.
3. Definitions.
4. Municipal wastewater district commission; creation; members.
5. Executive director; officers.
6. Powers.
7. Additional powers and limitations.
8. Payment of bonds.
9. Moneys received deemed to be trust funds.
10. Records; reports; inspection.
11. Inconsistent laws or ordinances inoperative.
12. Provisions of act controlling.
13. Construction of act.
14. Construction of act; constitutional requirements.
15. Effective Date.

§ 1. Purpose

It is hereby declared essential for the benefit of the people of the Town of Wayland, in order that there be an increase in their welfare, prosperity, an improvement in their living conditions and greater protection of drinking water supplies, that the Town through its Commission establish an economical and efficient wastewater management system as needed and where appropriate; that accurate, appropriate, and self-sustaining fees, rates and charges for the wastewater collection, treatment and disposal services provided by the Commission be established and all consumers of such service, public and private, taxpayer and tax exempt, pay their fair share of the costs of such service; that the wastewater management system of the Commission be operated in a modern, efficient and financially self-sustaining manner to further its sound financial, environmental and physical condition; that the remedying of failing or inadequate systems be facilitated; that the implementation and financing of on-site systems including alternative systems for single facilities be facilitated; that conservation of water sources be encouraged; that the implementation of Title V of the

State Environmental Code (310 CMR 15.000 et. seq.) be facilitated so as to protect and improve ground water supplying drinking water; that the Town be provided a means to improve its treatment and disposal of wastewater and insure the continued availability of wastewater treatment and disposal services at sufficient rates; all to the public benefit and good, and to the extent and in the manner provided herein.

§ 2. Short title

This Act shall be known and may be cited as the Wayland Wastewater Management District Commission Act. All references herein contained to chapters of the General Laws are the same as references made in Chapter 40N of the General Laws, the Model Water and Sewer Reorganization Act. (Added by St. 1992, c. 343, sec. 2.)

§ 3. Definitions

As used in this Act the following words shall, unless the context otherwise requires, have the following meanings:-

"Board of Health", the Board of Health of the Town of Wayland.

"Bonds" or "Bond", bonds, notes and other obligations or evidences of indebtedness of the Town issued for the Commission under the provisions of this Act.

"Commission", the wastewater management district commission of the Town established by section four.

"Costs", applied to any extension, improvement or enlargement of the wastewater management system or to any other project of the Commission financed under the provisions of this Act; all or any part of the cost of acquisition, construction, reconstruction, alteration, and remodeling of such work, including, without limiting the generality of the foregoing, costs of labor, materials, machinery and equipment, lands, structures, and all rights of any kind in real and personal property, costs of demolitions or relocations, costs of removal or relocation of any public utilities facilities, financing charges and expenses, interest prior to, during and for a period after completion of such work, reserves for debt service and other capital and current expenses, costs of architectural, engineering, financial, legal and consulting services, costs of plans, specifications, appraisals, surveys, inspections, financial and feasibility studies, expenses of organization, administration and operations prior to the commencement of and during such work, costs of equipment and supplies and advance training of operating personnel and other expenses of completing and commencing operation of such work, working capital, and other necessary or incidental expenses to the acquisition, construction, financing and placing in operation of such work.

"Current expenses", the Commission's current expenses, whether or not annually recurring, of maintaining, repairing and operating the wastewater management system and any other properties of the Commission, including, without limiting the

generality of the foregoing, administrative, general system payments and other employee benefits, engineering expenses for maintenance, operation and repairs, legal, financial and auditing expenses, insurance and surety bond premiums, fees and expenses of trustees and paying agents, payments to others for services rendered to the Commission, taxes which may be lawfully imposed upon the Commission or its income or operations or the property under its control, and other current expenses required or permitted by law to be paid by the Commission, including the funding of reasonable reserves for maintenance, repair, replacements or operations.

"Revenues", all revenues, rates, fees, charges, rents and other receipts derived from the operation of the wastewater management system and all other properties of the Commission, including, without limiting the generality of the foregoing, bond proceeds, proceeds of any grant or loan to the Commission, investment earnings and the proceeds of insurance, condemnation, sale or other disposition of properties.

"Town", the town of Wayland.

"Wastewater Management System", the wastewater collection, treatment and disposal systems serving more than one facility (as defined in 310 CMR 15.000 et. seq.) to be constructed and or to be in the possession of and under the jurisdiction, ownership, control and regulation of the Commission, including all plants, works, instrumentalities or parts thereof, lands, easements, rights in land and water rights, rights of way, contract rights, franchises and privileges, all publicly constructed main, trunk, intercepting, connecting, lateral, outlet and other sewers, outfalls, pumping and ventilating stations, disposal and treatment plants, or works, structures, equipment, vehicles, appliances, and other adjuncts thereto, and any other property or interests in property, real or personal, incidental to and included in such wastewater disposal systems, and all facilities, betterments, extensions, improvements and enlargements thereto hereafter constructed or acquired.

"Wastewater", greywater and blackwater from domestic, commercial and other non-industrial sources as defined in 310 CMR 15.002.

§ 4. Municipal wastewater management district commission; creation; members

The Town is authorized to exercise all the powers conferred by this Act, including but not limited to the powers enumerated in Sections seven and eight of this Act. The exercise of these powers shall be deemed and held to be the performance of an essential public function. The Town hereby further delegates all the rights, powers and authority granted by this Act to the Commission subject, however, to such instructions as the Town may from time to time impose by vote of its town meeting.

There is hereby created the Wastewater Management District Commission. Except as otherwise provided in this Act, the powers of the Commission shall be exercised by a board of three members,

each of whom shall be a resident of the Town. These members shall be appointed by the Board of Selectmen within 60 days after the effective day of this Act. The members shall include one member with extensive experience in the field of administration or business, and one member with extensive experience in the field of finance or accounting. Of the members first appointed, one shall serve in office for a term expiring on June thirtieth in the year following the effective date of this Act, and one for a term expiring on June thirtieth, in the second year following the effective date of this Act and one for a term expiring on June thirtieth, in the third year following the effective date of this Act. Thereafter, the Board of Selectmen shall appoint successors for a term of three years or, in the case of an appointment to fill a vacancy, for the unexpired term, and until his/her successor is appointed and qualified. Any member of the Commission shall be eligible for reappointment. Any member of the Commission may be removed at any time for cause in accordance with the removal procedures then in effect in the Town. No vacancy in the membership of the Commission shall impair the right of a quorum to exercise the powers of the Commission. Two members of the Commission shall constitute a quorum and the affirmative vote of two members shall be necessary for any action taken by vote of the Commission. Any such action shall take effect immediately unless otherwise provided and need not be published or posted.

The Commission shall annually elect one of its members as chair. The Commission may establish, with the approval of the Board of Selectmen a reasonable per diem compensation for its members for attendance upon the business of the Commission. Such amount may be payable to each member for one day in each month and for any additional days as may be approved by the Board of Selectmen. In addition, each member may be reimbursed for all reasonable and necessary expenses incurred in the discharge of official duties as approved by the Commission.

§ 5. Executive director; officers

The Commission may appoint, employ and determine the compensation, duties and conditions of employment of an executive director and such other officers as the Commission shall deem necessary, who shall not be members of the Commission and who shall serve at the pleasure of the Commission; provided, however, that the Commission may bind itself by contract to employ an executive director, and such other officers, but no such contract may be for a period of more than five years. The executive director shall be the chief executive officer of the Commission and shall administer and direct its affairs as authorized or approved by the Commission and shall have such of the powers and perform such of the duties of the Commission as the Commission may from to time have delegated to him and not recalled. The executive director or designee as approved by the Commission shall be the secretary of the Commission and shall keep a record of the proceedings of the Commission and shall be custodian of

all books, documents and papers filed with the Commission in the minute book or journal of the Commission and its official seal. The executive director and any other officer designated by the Commission for this purpose, each alone, may cause copies to be made of all minutes and other records and documents of the Commission and may give certificates under its official seal to the effect that such copies are true copies, and all persons dealing with the Commission may rely upon such certificates.

The Commission may from time to time hire, transfer or otherwise appoint or employ engineers and such other experts, and other consultants and employees as it deems necessary and determine their duties.

§ 6. Powers

The Commission shall have all the rights and powers necessary or convenient to carry out and effectuate this Act, including, but without limiting the generality of the foregoing, the rights and powers:

(a) to adopt by-laws for the regulation of its affairs and the conduct of its business, to promulgate rules, regulations and procedures in connection with the performance of its functions and duties and to fix, enforce and collect penalties for the violation thereof;

(b) to maintain an office at such place or places as it may determine;

(c) to apply for, receive, accept, administer, expend and comply with the conditions, obligations and requirements respecting any grant, gift, loan, including without limitation any grant, gift or loan from agencies of local, state and federal governments, donation or appropriation of any property or money in aid of the purposes of the Commission and to accept contributions of money, property, labor or other things of value;

(d) to acquire by purchase, lease, lease-purchase, sale and leaseback, gift or devise, or to obtain options for the acquisition of, any property, real or personal, tangible or intangible, or any interest therein, in the exercise of its powers and the performance of its duties;

(e) to sell, lease, mortgage, exchange, transfer or otherwise dispose of, or to grant options for any such purposes with respect to, any property, real or personal, tangible or intangible, or any interest therein;

(f) to enter onto any land to make surveys, borings, soundings and examinations thereon, provided that said Commission, notwithstanding section three, shall make reimbursements for any injury or actual damage resulting to such lands and premises caused by any act of its authorized agents or employees and shall so far as possible restore the land to the same condition as prior to making of such surveys, borings, soundings and examinations; and to acquire by eminent domain any interest in real property within the Town in the name of the Commission in accordance with the provisions of chapter seventy--

nine and chapter eighty A or any alternative method provided by law; provided, however, that the Commission shall not exercise the power of eminent domain without the prior approval of the town meeting and the selectmen of the Town. The Commission may order the removal or relocation of any conduits, pipes, wires, poles or other property located in public ways or places or in or upon private lands, which it deems to interfere with the laying out, construction or operation of any wastewater disposal project, and the proper authorities shall grant new locations for any such structure so removed or relocated, and the owner thereof may be reimbursed by the Commission for reasonable cost of such removal or relocation. Such orders, to the extent specified therein, shall be deemed a revocation of the right or license to maintain such tracks, pipes, conduits, wires, poles or other property in such public ways or places, and the private owner of any such structures in public ways or lands shall comply with any such order of the Commission relating to any such structure in public ways or lands. If any such owner shall fail to comply with any such order of the Commission relating to any such structure in public ways and places within a reasonable time, to be fixed in the order, the Commission may discontinue and remove such tracks, conduits, pipes, wires, poles or other property, and may relocate the same, and the cost of such discontinuance, removal or relocation shall be repaid to the Commission by owner. No such discontinuance, removal or relocation shall entitle the owner of the property thus affected to any damages on account thereof, except for reimbursement of cost provided for above. This section shall not apply to facilities on property of the commonwealth under the control of the department of highways or the metropolitan district commission or installed under license or permits granted by said department or commission, except with its approval;

(g) to contract for and purchase wastewater disposal and treatment services from, and to provide wastewater disposal and treatment services to, any person, private or public corporation or public instrumentality or town, the commonwealth and the federal government when necessary or convenient for the operation of the wastewater management system;

(h) to construct, improve, extend, enlarge, maintain and repair the wastewater management system; however, despite anything else in this Act to the contrary, the power granted in this paragraph to construct, extend and enlarge wastewater management systems shall be limited in that the Commission shall not provide service to a home, facility or lot unless the Board of Health has approved a system for such home, facility or lot, that conforms to 310 CMR 15.000 et. seq. and to the regulations of the Board of Health, or where the service is replacing an existing system, or replacing a failing or inadequate system, or where there is a request by the Board of Health based on the need for protection of the public health, welfare, or the environment, or unless the discharge of wastewater from a home, facility or lot is provided for in a permit issued by the Massachusetts

Department of Environmental Protection;

(i) to pledge or assign any money, fees, charges, or other revenues of the Commission and any proceeds derived by the Commission from the sale of property, insurance or condemnation awards;

(j) to use monies borrowed or appropriated by the Town for the purposes of this Act ;

(k) to make contracts of every name and nature and to execute and deliver all instruments necessary or convenient for carrying out any of its purposes;

(l) to exercise the powers and privileges of, and to be subject to limitations upon towns and cities provided by the provisions of sections one to twenty-four, inclusive, and twenty-seven to twenty-nine, inclusive, of chapter eighty-three, insofar as such provisions may be applicable and are consistent with the provisions of this Act;

(m) to provide financing, technical and administrative assistance and to provide or cause to be provided maintenance for systems (including alternative systems) serving single facilities, as defined in 10 CMR 15.000 et. seq.;

(n) to administer and execute the provisions of Chapter 111, Section 127B1/2 of the General Laws as they pertain to inadequate septic tanks, provided however, that the Board of Health has first made findings consistent with its authority under Chapter 111 as provided in said Section 127B1/2 as to any affected owner;

(o) to create an overall wastewater policy and plan for the Town;

(p) to do all things necessary, convenient or desirable for carrying out the purposes of this Act or the powers expressly granted or necessarily implied in this Act;

(q) consistent with the constitution and laws of the commonwealth, the Commission shall have such other powers as may be necessary for or incident to carrying out the foregoing powers and the accomplishment of the purposes of this Act; provided, however, that nothing in this Act shall impose any duty on the Commission to maintain groundwater levels within or without the boundaries of the Town.

§ 7. Additional powers and limitations

In addition to the powers of the Commission otherwise provided herein, the Commission shall have the following powers and shall be subject to the following limitations:

(a) The Commission is authorized and empowered to fix, revise, charge, collect and abate fees, rates, rents, assessments, delinquency charges and other charges for wastewater collection, treatment and disposal and other services, facilities and commodities furnished or supplied by it including penalties for violations of such regulations as the Commission may from time to time promulgate under this Act. Subject to paragraph (c), fees, rates, rents, assessments, delinquency charges and other charges of general application shall be adopted and revised

by the Commission at least annually in accordance with procedures to be established by the Commission for assuring that interested persons are afforded notice and an opportunity to present data, views and arguments. The Commission shall hold at least one public hearing on its schedule of fees, rates and charges or any revision thereof prior to adoption, notice of which shall be delivered to the legislative and executive bodies of the Town and be published in a newspaper of substantial circulation in the Town at least one month in advance of the hearing. No later than the date of such publication the Commission shall make available to the public and deliver to the selectmen its most recent financial statement, the proposed schedule of fees, rates and charges and its proposed operating and capital budgets for its next fiscal year. The Commission may combine its fees, rates and other charges for wastewater services provided by it in a single schedule of charges. Fees, rates, rents, assessments, abatements and other charges established by the Commission shall not be subject to supervision or regulation by any department, division, commission, board, bureau, or agency of the commonwealth or any of its political subdivisions.

(b) Subject to paragraph (e), the fees, rates, rents, assessments and other charges established by the Commission in accordance with paragraph (a) shall be so fixed and adjusted in respect to the aggregate thereof so as to provide revenues at least sufficient (i) to pay the current expenses of the Commission, (ii) to pay the principal of, premium, if any, and interest on bonds or other evidences of indebtedness issued by the Town for the Commission as the same become due and payable, (iii) to create and maintain such reasonable reserves as may be reasonably required by any trust agreement or resolution securing bonds, (iv) to provide funds for paying the cost of all necessary repairs, replacements and renewals of the wastewater management system and (v) to pay or provide for any amounts which the Commission may be obligated to pay or provide for by law or contract including any resolution or contract with or for the benefit of the holders of bonds issued for the Commission.

(c) The Commission shall undertake a study and examination of its estimated expenses and costs of constructing, maintaining, operating and improving the system, and shall prior to one year after the effective date of this Act promulgate in accordance with paragraph (a) a schedule of fees, rents, rates and other charges sufficient thereafter to satisfy the requirements of paragraph (b). Such schedule shall become effective upon promulgation. Such schedule shall provide for the metering, monitoring and/or other measuring of, and charging for, wastewater management services provided by the Commission to consumers of such services in the Town, including the Town, the commonwealth and all independent agencies and authorities of the Town and the commonwealth, and any exemptions from such charges provided to the commonwealth or the Town under any general or special law, are hereby declared inapplicable as of the date such schedule shall be in force; provided, however, that no betterment

or special assessment shall be made by the Commission under the authority of chapters forty, eighty, eighty-three or any other provision of law against property owned by the commonwealth or any Town of the commonwealth, or any political subdivisions thereof.

(d) The Commission shall have the benefit, without further acceptance of sections sixteen A and sixteen B of chapter eighty-three, to the extent applicable and consistent with this Act. Applications for abatements in accordance with section sixteen E of chapter eighty-three shall be made within thirty days after the date of such demand. Upon written application the Commission shall issue lien certificates in accordance with section twenty-three of chapter sixty. No recordation of certificates issued by the Town pursuant to said section twenty-three of said chapter sixty shall affect liens for the unpaid fees, rates, rents, assessments, and other charges of the Commission.

(e) If at the end of any fiscal year, the Commission shall have realized a surplus from operations for such fiscal year, after payment or provision for all current expenses, current maintenance, repairs and replacements, current debt service on all outstanding bonds issued for the Commission, all reserves for debt service, repairs and replacements, costs or current expenses as may be required by a trust agreement or resolution securing bonds or as may otherwise be maintained by the Commission, and any and all other amounts which the Commission may be obligated by law or contract to pay or provide for, the Commission shall either apply such surplus in the next following fiscal year to a reduction in the rates, fees, rents, assessments or other charges established by the Commission for services provided by the wastewater management system or shall apply such surplus to the reduction or provision for reduction of its outstanding capital debt.

(f) On or before one year after the effective date of this Act and annually thereafter, the Commission shall prepare a proposed capital improvement program for the next three succeeding fiscal years of the Commission and shall adopt a capital improvement budget for the next succeeding fiscal year. Such program and budget shall include a description of the projects proposed to be undertaken during such periods, the costs proposed to be incurred on such projects, the method of financing such costs and an estimate of the effect, if any, that such costs will have on the current or projected fees, rates, rents and other charges of the Commission. The program and budget shall be annually prepared and the budget shall be presented for approval to the town meeting without review or approval of the Board of Selectmen. The Commission shall hold at least one public hearing on the proposed capital improvement program and budget prior to adoption, which hearing may be combined with a hearing provided in paragraph (a) of this section, notice of which shall be delivered to board of selectmen and be published in a newspaper of substantial circulation in the Town at least one month in advance of the hearing. No later than the date of such

publication the Commission shall make available to the public and deliver to the board of selectmen copies of the proposed program and budget.

(g) Any wastewater management system, as defined in Section 3, shall be subject to the rules and regulations of the Board of Health of the Town, applicable laws of the commonwealth and any approvals required thereunder.

(h) The activities of the Commision shall be consistent with the official planning documents adopted from time to time by the Town boards and commissions including, without limitation, the Town of Wayland Open Space and Recreation Plan.

(i) No owner of a home, facility or lot who can demonstrate compliance with 310 CMR 15.000 et. seq. and the regulations of the Board of Health shall be compelled to join the wastewater managment system unless required to do so by the Board of Health or otherwise required to do so by law.

§ 8. Payment of bonds

The principal of, premium, if any, and interest on all notes and bonds issued by the Town for the Commission, unless otherwise provided by the Town, shall be payable solely from the funds provided therefor from revenues as herein provided, but shall be general obligations of the Town for payment of which the full faith and credit of the Town shall be pledged.

§ 9. Moneys received deemed to be trust funds

All moneys received pursuant to the provisions of this Act, whether as proceeds from the issue of bonds or as revenues or otherwise, shall be deemed to be trust funds to be held and applied solely as provided in this Act.

§ 10. Records; reports; inspection

The Commission shall at all times keep full and accurate accounts of its receipts, expenditures, disbursements, assets and liabilities, which shall be open to inspection by any officer or duly appointed agent of the commonwealth or the Town. The Commission shall submit an annual report in writing concerning its operations to the legislative and executive bodies of the Town within one hundred and twenty days following the close of its fiscal year. Such report for the fiscal year ending one year after the effective date of this Act and for each fiscal year thereafter, shall include financial statements relating to the operations and properties of the Commission maintained in accordance with generally accepted accounting principles to the extent applicable and audited by an independent certified public accountant or firm of certified public accountants.

§ 11. Inconsistent laws or ordinances inoperative

Except as otherwise provided herein, upon title to the

wastewater management system becoming vested in the Commission under the provisions of section six, any provisions of any special law and part of any special law and all ordinances and parts of ordinances pertaining to the wastewater management system which are inconsistent with the provisions of this Act shall be inoperative and cease to be effective.

§ 12. Provisions of act controlling

Insofar as the provisions of this Act are inconsistent with the provisions of any general or special law, administrative order or regulation, or law of the Town other than rules and regulations of the Board of Health, the provisions of this Act shall be controlling.

§ 13. Construction of act

This Act, being necessary for the welfare of the Town and its inhabitants, shall be liberally construed to effect the purposes hereof.

§ 14. Construction of act; constitutional requirements

This Act shall be construed in all respects so as to meet all constitutional requirements. In carrying out the purposes and provisions of this Act, all steps shall be taken which are necessary to meet constitutional requirements whether or not such steps are required by statute.

§ 15. Effective Date.

This Act shall take effect upon its passage.

House of Representatives, ,1996

Passed to be enacted, , Speaker.

Senate, ,1996

Passed to be enacted, , President.

,1996 Approved, at o'clock and minutes, , Governor.

VOLUNTEER TO SERVE YOUR TOWN

A variety of boards, committees and commissions exists to conduct the Town's business. Throughout the year new committees may be established and vacancies on existing boards occur. Any Wayland resident is eligible to be a member of these committees. If you are interested in serving on a committee in Wayland, please complete the form below and return it to:
Board of Selectmen, Town Building, 41 Cochituate Road, Wayland, MA 01778.

NAME:_____TEL NO.:_____

ADDRESS:_____

OCCUPATION:_____

AREA OF EXPERTISE/INTEREST/KNOWLEDGE:_____

EXPERIENCE IN GOV'T: (If any; not required)_____

INDICATE INTERESTS BELOW:

APPOINTED BOARDS - Membership on the following boards is by appointment of the Board of Selectmen or other officials. Most terms expire June 30, with new appointments or reappointments made around that time. Vacancies can, however, occur at any time.

_____Board of Registrars
_____Conservation Commission
_____Council on Aging
_____Cultural Council
_____Finance Committee
_____Historical Commission
_____Historic District Commission
_____Housing Partnership
_____Information Systems Committee
_____Records Management Committee
_____Operational Review Committee (Treatment Plant)
_____Personnel Board
_____Public Ceremonies Committee
_____Road Construction Committee
_____Route 20 Study Committee
_____Surface Water Quality Committee
_____Wastewater Management Committee
_____Youth Advisory Committee
_____ Zoning Board of Appeals

ELECTED BOARDS - Membership on the following boards is determined by town-wide election. Occasionally, a mid-term vacancy occurs which is filled by appointment.

_____Board of Assessors
_____Board of Health
_____Housing Authority
_____Park & Recreation Commission
_____Planning Board
_____Trustees of Public Library
_____Board of Road Commissioners
_____School Committee
_____Board of Selectmen
_____Trust Fund Commission
_____Water Commission

GENERAL INTEREST - If you have a general interest in serving the community other than through the Boards already presented, list your special skills or interests below.

Surveys will be kept on file for one year. Respondents will be contacted if vacancies occur within that time.

DRAFT

TOWN OF WAYLAND
Board of Selectmen
41 Cochituate Road
Wayland, MA 01778-2697

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